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MINUTES
OF THE PROCEEDINGS
OF THE
BOARD OF EDUCATION
FOR THE
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1908

MINUTES
OF THE PROCEEDINGS
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BOARD of EDUCATION
FOR THE
CITY OF HAMILTON
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TO THE

MINUTES OF THE MEETINGS

HAMILTON BOARD OF EDUCATION

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THE BOARD OF EDUCATION

1987 - 1988

Trustees Elected by Public School Electors

Ward No. 1—MRS. M. S. BASKIN	Term ends	1988	11	30
" " 1—R. D. McMURRICH	" "	1988	11	30
" " 2—MRS. L. VINE	" "	1988	11	30
" " 2—R. WEBB	" "	1988	11	30
" " 3—MRS. S. M. BELL	" "	1988	11	30
" " 3—H. ALLEN	" "	1988	11	30
" " 4—R. E. MULHOLLAND	" "	1988	11	30
" " 4—MRS. R. VAN HORNE	" "	1988	11	30
" " 5—CANON J. H. ROGERS	" "	1988	11	30
" " 5—MISS M. CUNNINGHAM	" "	1988	11	30
" " 6—MRS. J. L. DEANS	" "	1988	11	30
" " 6—MRS. M. E. LOWE	" "	1988	11	30
" " 7—MISS H. DETWILER	" "	1988	11	30
" " 7—P. C. KENNEDY	" "	1988	11	30
" " 8—MRS. M. C. CLARKE	" "	1988	11	30
" " 8—W. R. HICKS	" "	1988	11	30

French Language Education Council Trustees Elected by French-Speaking Electors.

J. DESMARAIS	Term ends	1988	11	30
MRS. M. PATENAUDE BARKER	" "	1988	11	30
H. PAQUIN	" "	1988	11	30

OFFICERS OF THE BOARD

- A. J. KREVER, B.A., M.Ed. Director of Education and
Secretary and Chief Executive Officer
- K. A. RIELLY, B.A., B.Ed., M.S. (Ed.) Associate
Director of Education
- J. PENNER, B.A. Business Administrator/Treasurer
- C. G. W. McKAGUE, B.A., M.Ed., M.S., (Ed.) Superintendent
of Curriculum and Special Services

ORGANIZATION OF THE BOARD

RUTH VAN HORNE, CHAIRMAN

JOSEPH ROGERS, VICE-CHAIRMAN

DEVELOPMENT COMMITTEE

Trustees M. Cunningham (Chairman), B. Allen, M. Baskin, P. Kennedy, L. Vine, M. Barker and R. Van Horne (Chairman of the Board).

OPERATIONS MANAGEMENT COMMITTEE

Trustees R. McMurrich (Chairman), J. Deans, H. Detwiler, M. Lowe, J. Rogers, J. Desmarais and R. Van Horne (Chairman of the Board).

PERSONNEL AND ORGANIZATION COMMITTEE

Trustees M. C. Clarke (Chairman), S. Bell, W. Hicks, R. Mulholland, R. Webb, H. Paquin and R. Van Horne (Chairman of the Board).

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS COMMITTEE

Trustees M. Barker, M. C. Clarke, H. Detwiler, P. Kennedy, J. Rogers, and R. Van Horne (Chairman of the Board).

SPECIAL EDUCATION ADVISORY COMMITTEE

Trustees M. Baskin, J. Deans, J. Desmarais, R. Van Horne (Chairman of the Board), one representative from each of the local associations (not to exceed twelve), and one or more additional members not from the above groups.

LIAISON COMMITTEE WITH HAMILTON-WENTWORTH ROMAN CATHOLIC SEPARATE SCHOOL BOARD

Trustees M. C. Clarke, H. Detwiler, H. Paquin and R. Van Horne (Chairman of the Board).

RULES AND REGULATIONS COMMITTEE

Trustees B. Allen, M. Baskin, M. Cunningham, J. Deans, J. Desmarais, M. Lowe and R. Van Horne (Chairman of the Board).

BUDGET REVIEW COMMITTEE

All members of the Board.

IDENTIFICATION, PLACEMENT AND REVIEW COMMITTEE

Trustee M. Baskin.

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 12 10.

The Board met.

Present: Mrs. Ruth Van Horne (Chairman), Trustees Allen, Baskin, Bell, Clarke, Cunningham, Desmarais, Detwiler, Hicks, Kennedy, Lowe, Mulholland, Paquin, Rogers, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Mrs. Rogers (Administrative Secretary).

The Chairman called the meeting to order and asked Trustee Clarke to present the report of the special in-camera session of the Personnel & Organization Committee.

Moved by Trustee Clarke, seconded by Trustee Hicks:

That the general part of the report of the in-camera session of the Personnel & Organization Committee be adopted.

Moved in amendment by Trustee Kennedy, seconded by Trustee Allen:

That clause (a) be amended by the deletion of Mr. William A. Woodland and to be replaced by the name of Patricia C. Gillie. Carried.

At this point in the meeting the Secretary of the Board was not present; therefore the following motion was made:

Moved by Trustee Rogers, seconded by Trustee Cunningham:

That the Associate Director of Education assume the office of Secretary of the Board for the duration of this meeting. Carried.

Trustee Clarke WITHDREW her motion as she could not support the amendment.

Moved by Trustee Cunningham, seconded by Trustee Allen:

That the general part of the report of the in-camera session of the Personnel & Organization Committee, as amended, be adopted. Carried.

Trustee Vine expressed concerns regarding Bill 75 and the general and exclusive jurisdiction for members of the Board of Education. Some time ago, the French Language Education Council approved the position of Superintendent of French Language Instruction. Trustee Vine questioned the legalities of having the French Language trustees retaining the right to vote on matters that would not concern Georges P. Vanier; i.e. the Superintendent of Schools, particularly when only the French Language trustees voted on the recommendation for their own Superintendent.

Trustee Van Horne recalled receiving an interpretation on this which stated since appointments of Supervisory Officers could affect the entire education system, these recommendations are general jurisdiction.

Mr. Rielly informed the members he is the Chairman of the Languages Instruction Commission in the Province of Ontario and according to his interpretation, the French Language trustees do not have the right to vote for the Superintendent of Schools, therefore, there seems to be two different interpretations.

The French Language Education Council has the right to vote for the Superintendent of Curriculum, Special and Educational Services, however, as Trustee Vine pointed out the appointment of the Superintendent of French Language Instruction is exclusive; therefore, from Mr. Rielly's experience, the French Language trustees cannot vote for the Superintendent of Schools.

Trustee Hicks asked that the clauses in the general part of the report of the in-camera meeting of the Personnel & Organization Committee be dealt with separately. He also

felt it would be wise to defer the decision on this until a ruling is in place.

Trustee Van Horne stated she has been allowing the French Language trustees to vote on these matters all along and although she agreed clarification is needed, she will allow their vote to stand.

Trustee Vine challenged the chair and the challenge to the chair was not upheld.

Moved by Trustee Hicks, seconded by Trustee Vine:

That clause (a) of the general part of the report of the in-camera session of the Personnel & Organization Committee be tabled. Lost.

Trustee Baskin recalled if it had not been for the French Language trustees voting on the appeal to the Goudge decision, the appeal may not have been approved.

Moved by Trustee Bell, seconded by Trustee Vine:

That clause (a) of the general part of the report of the in-camera session of the Personnel & Organization Committee, as amended, be referred to the officials for an independent opinion as to who should vote on this item.

Trustee Desmarais commended he is in favour of the referral because he felt it needed clarification also.

In reply to Trustee Lowe's question as to who will answer this for the members, Mr. Rielly replied the answer would come from the Ministry of Education on the interpretation of Bill 75.

The motion to refer clause (a) was voted on and Carried.

Moved by Trustee Cunningham, seconded by Trustee Allen:

That clauses (b) and (c) of the general part of the report of the in-camera session of the Personnel & Organization Committee be adopted. Carried.

Trustee Baskin opposed clause (b) and did not vote in favour of it.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
IN-CAMERA SESSION OF THE
PERSONNEL AND ORGANIZATION COMMITTEE**

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Bell, Hicks, Mulholland, Webb, Paquin and Van Horne.

Also Present: Trustees Allen, Baskin, Cunningham, Desmarais, Detwiler, Kennedy, Lowe, Rogers and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

(b) That Peter S. Beveridge be appointed to the position of Superintendent of Curriculum, Special and Educational Services (designate), effective 1988 01 01, for a five year term, renewable.

(c) That Gail C. Rappolt be appointed to the position of Assistant Superintendent of Curriculum, effective 1988 01 01, for a five year term, renewable.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1987 12 10.

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1987 12 17.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Business Administrator/Treasurer) and Mrs. Rogers (Administrative Secretary).

The special "in-camera" meeting of the Board was called to order to consider the interpretation of jurisdiction and the report of the "in-camera" meeting of the Personnel and Organization Committee.

The first item concerned the interpretation of jurisdiction as it related to voting for the appointments of Superintendents of Schools. In consultation with Ministry officials, Mr. Rielly advised the members that the appointments of the Superintendents of Education are elementary/secondary matters and are, therefore, exclusive jurisdiction.

ELEMENTARY/SECONDARY

Moved by Mrs. Clarke, seconded by Miss Cunningham: That the Elementary/Secondary Part of the report of the Personnel and Organization Committee of 1987 12 10 be adopted.

At the request of Trustee Clarke, the members agreed to vote on each name individually.

Moved in amendment by Mrs. Vine, seconded by Mrs. Deans: That the appointment of the Superintendents of Schools be postponed until a review of the remaining

positions in the implementation plan is discussed by the members of the Board.

The amendment was defeated.

The original report was then considered as follows:

James Forrester—motion to appoint—adopted.

Frank J. Kelly—motion to appoint—adopted.

Donald Rothwell—motion to appoint—adopted.

Allan L. Stockwell—motion to appoint—adopted.

William A. Woodland—motion to appoint—defeated.

Moved by Mr. Allen, seconded by Miss Detwiler: That Ms. Patricia Gillie be appointed to the position of Superintendent of Schools effective 1988 01 01, for a five year term, renewable. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
IN-CAMERA SESSION OF THE
PERSONNEL AND ORGANIZATION COMMITTEE**

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Bell, Hicks, Mulholland, Webb, Paquin and Van Horne.

Also Present: Trustees Allen, Baskin, Cunningham, Desmarais, Detwiler, Kennedy, Lowe, Rogers and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

(a) That the following be appointed to the position of Superintendent of Schools effective 1988 01 01, for a five year term, renewable:

James Forrester
Frank J. Kelly
Donald Rothwell
Allan L. Stockwell
*William A. Woodland

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1987 12 10

*Motion defeated at Special In-Camera Meeting
of the Board, 1987 12 17:

Revised Motion to read: Patricia Gillie

MINUTES OF THE
BOARD OF EDUCATION
AND THE
INAUGURAL MEETING OF THE BOARD

Board Room,
Education Centre,
1987 12 17.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Business Administrator/Treasurer), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Stockwell (Area Superintendent), Forrester (Area Superintendent), Kennedy (Area Superintendent), McLachlan (Area Superintendent), Kelly (Area Superintendent), Rothwell (Area Superintendent), Shewfelt (Manager, Accounting and Budget) and Mrs. Rogers (Administrative Secretary).

The Secretary of the Board called the meeting to order and called for nominations for Chairman of the Board of Education for the City of Hamilton for 1988.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That Ruth Van Horne be Chairman of the Board of Education for the City of Hamilton for the year ending 1988 11 30. Carried.

Mrs. Van Horne then assumed the Chair and called for nominations for Vice-Chairman of the Board.

It was brought to the attention of those in attendance by Trustee Deans that this is the first three-year term for a Chairman at this Board.

Moved by Mr. Kennedy, seconded by Mr. Hicks: That Canon Joseph Rogers be Vice-Chairman of the Board of Education for the City of Hamilton for the year ending 1988 11 30. Carried.

Moved by Mrs. Deans, seconded by Mrs. Lowe: That the Rules and Regulations of the Board, as amended in 1987, and with the exception of the Rules and Regulations currently suspended, be adopted for the year ending 1988 11 20. Carried.

Moved by Mrs. Clarke, seconded by Mr. Hicks: That the membership of the following committees be approved for the year ending 1988 11 30. Carried.

**SUPERVISED ALTERNATIVE LEARNING FOR
EXCUSED PUPILS COMMITTEE**

Trustees M. Barker, M. C. Clarke, H. Detwiler, P. Kennedy, J. Rogers, and R. Van Horne (Chairman of the Board).

SPECIAL EDUCATION ADVISORY COMMITTEE

Trustees M. Baskin, J. Deans, J. Desmarais, R. Van Horne (Chairman of the Board), one representative from each of the local associations (not to exceed twelve), and one or more additional members not from the above groups.

**LIAISON COMMITTEE WITH HAMILTON-WENTWORTH
ROMAN CATHOLIC SEPARATE SCHOOL BOARD**

Trustees M. C. Clarke, H. Detwiler, H. Paquin and R. Van Horne (Chairman of the Board).

RULES AND REGULATIONS COMMITTEE

Trustees B. Allen, M. Baskin, M. Cunningham, J. Deans, J. Desmarais, M. Lowe and R. Van Horne (Chairman of the Board).

BUDGET REVIEW COMMITTEE

All members of the Board.

IDENTIFICATION, PLACEMENT AND REVIEW COMMITTEE

Trustee M. Baskin.

Moved by Mrs. Lowe, seconded by Miss Detwiler: That Mr. Peter Kennedy represent this Board on the Hamilton

Council of Home and School Associations for the year ending 1988 11 30. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Deans: That Mary Caye Clarke and Wesley Hicks (on an alternate basis) and John Penner and Donna Calder (on an alternate basis) represent this Board on the Parks and Recreation Committee for the year ending 1988 11 30. Carried.

Moved by Mr. Hicks, seconded by Mr. Kennedy: That Mr. John Penner represent this Board on the Planning and Development Committee of City Council for the year ending 1988 11 30. Carried.

Moved by Mrs. Barker, seconded by Mr. Kennedy: That Mr. William Urie represent this Board on the Hamilton Safety Council for the year ending 1988 11 30. Carried.

Moved by Miss Cunningham, seconded by Mrs. Clarke: That Miss Susan Wilson represent this Board on the Transport and Environment Committee of City Council for the year ending 1988 11 30. Carried.

Moved by Mrs. Bell, seconded by Mrs. Deans: That Trustees Peter Kennedy and Mary Caye Clarke be the representatives of this Board on the Salary and Legislation Committees respectively of A.L.S.B.O. for the year ending 1988 11 30. Carried.

Moved by Mrs. Bell, seconded by Mrs. Barker: That Trustee Mary Caye Clarke represent this Board on the Co-Operative Education Association for the year ending 1988 11 30. Carried.

Moved by Mr. McMurrich, seconded by Miss Cunningham: That Mr. S. M. Halpern, Mr. E. L. Stringer, Q.C., and the firm of Evans, Philp be appointed solicitors for the Board of Education for the City of Hamilton for the year ending 1988 11 30. Carried.

Moved by Mr. Paquin, seconded by Mrs. Clarke: That Pannell Kerr MacGillivray be appointed Auditors for the Board of Education for the City of Hamilton for the year ending 1988 11 30. Carried.

The Chairman of the Board then read the Inaugural Address.

The minutes of the last regular and special meetings were adopted as presented to the members.

A Communication from Bell Canada requesting the Board to accept a copy of the Historical Atlas of Canada along with a video with the compliments of Bell Canada was read to the members. A copy of this atlas is being placed in each secondary school in Ontario. A copy was displayed for the members which will be placed in the Dr. Harry Paikin Library. A letter of thanks of behalf of the Board will be sent.

Committee reports were presented as follows:

Operations Management Committee – Mr. McMurrich

Personnel and Organization Committee – Mrs. Clarke

Moved by Mr. Hicks, seconded by Mrs. Clarke: That clauses 1(a) and (b) of the report of the Development Committee be lifted from the Addendum and be the report.

Trustee Hicks had very strong feelings on the issue of a Student Life Co-ordinator as he saw it as an excellent field placement and the cost is not great. He urged support of the motion in order to have the position referred to Budget Review.

Trustee Allen opposed the motion as he saw it as jeopardizing the relationships between teachers and students, but Trustee Deans supported the position as the teachers will have more time to teach.

The motion was then put to a vote and was defeated by a tied vote.

Moved by Mr. McMurrich, seconded by Miss Cunningham: That the General Part of the report of the Operations Management Committee be adopted.

Moved in amendment by Mr. Hicks, seconded by Mr. Allen: That clause 7(a)(ii) of the report of the Operations

Management Committee be replaced with: "The responsibility of the staff in the workplace is to designate an appropriate smoking area outside of all Hamilton Board of Education Buildings," and that clause 7(a)(vii) be eliminated.

Speaking to the amendment, Trustee Hicks indicated it is the intent to allow smoking on Board property, just outside the buildings. Trustee Hicks could not compromise the health of the students in the schools, and it is his priority to get smoking out of the schools.

Trustee Vine did not support the amendment, and she felt the original motion showed a lot of consideration, and Trustee Detwiler wondered if the amendment will open the door for elementary students to smoke on board property. Trustee Deans also supported the original report, and questioned the example that would be set by teachers smoking on the grounds in the elementary schools.

In closing debate on the amendment, Trustee Hicks reiterated the hazards of second-hand smoke and he saw this to be an interim solution with a total ban being the final solution.

The amendment was then put to a vote and was defeated. The original report was then adopted.

Moved by Mrs. Clarke, seconded by Canon Rogers: That the General Part of the report of the Personnel and Organization Committee excluding clause 2(a) be adopted.

At the request of Trustee Clarke, clause 2(a) was considered in-camera at the conclusion of the Board meeting.

Trustee Clarke then remarked on Mr. McKague's retirement. Trustee Clarke referred to Mr. McKague's many years of dedicated and loyal service to this Board, and the best wishes of the Board were extended to Mr. McKague and his family.

The report was then adopted.

Under New Business, the video, "Every Day is Special" was postponed due to the lateness of the meeting. It will be shown at the January meeting.

A presentation of flowers to Mrs. Van Horne was made by Mr. G. Price, President, District 8, O.S.S.T.F. in honour of Mrs. Van Horne's third term as Chairman of the Board. Mrs. Van Horne expressed her gratitude, with the hope the relationship between the Board and its teachers will continue in this positive direction.

FRENCH LANGUAGE

Committee reports were presented as follows:

French Language Education Council (regular and special) – Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Education Council and the special report be adopted. Carried.

ELEMENTARY/SECONDARY

A communication from Trustee Robert Webb submitting his resignation as Trustee for Ward 2 was read to the members.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That the resignation of Mr. Robert Webb, Trustee for Ward 2 for the Board of Education for the City of Hamilton, be accepted with regret, effective 1987 12 31. Carried.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That an ad hoc committee composed of the Chairman of the Board, the Vice-Chairman, and the Chairmen of the Development, Operations Management and Personnel and Organization Committees be appointed for the purpose of considering suitable candidates or nominees for the trustee vacancy in Ward 2 under the following terms of reference:

The Committee shall:

(a) advertise the vacancy in newspapers and/or other media inviting applications from interested qualified persons;

(b) interview those who apply (short listing may be necessary);

(c) conduct its meetings in a manner open to the press;

(d) deliberate and make a recommendation or recommendations to a caucus of the Board, called for the purpose of receiving such recommendations, such meeting to be held prior to the regular January Board meeting;

(e) make its final recommendation at the regular January meeting of the Board.

Trustee Deans did not support the motion and she added a by-election would be in order, and while Trustees Detwiler and Kennedy remarked they had supported the by-election (for Ward 3), they considered an appointment to be in order.

Trustee Allen referred to the high expense of a by-election, and while he would reluctantly support a trustee appointment by committee, he suggested the Rules and Regulations examine a policy in this regard.

Trustee Vine expressed her regret at losing Mr. Webb's expertise, but she wondered if the trustee from the ward should be on the committee.

Moved in amendment by Mrs. Bell, seconded by Mrs. Baskin: That the Trustee in Ward 2 be a member of the selection committee.

Trustee McMurrich considered the amendment to be a conflict of interest, and he cited objectivity as a concern, but Trustee Bell firmly believed the trustee in the ward should sit on the committee.

The amendment was defeated. Trustee Vine abstained from voting.

The original motion was then adopted.

A communication from Mr. G. Price, President, O.S.S.T.F., District 8 requesting a trustee to act as judge for the Walter Clarke Outstanding Teacher award was read to the members.

Moved by Mrs. Clarke, seconded by Mrs. Deans: That Trustee Margaret Cunningham act as Judge in the selection of the Walter Clarke Outstanding Teacher Award. Carried.

Moved by Mr. McMurrich, seconded by Mr. Kennedy: That the Elementary/Secondary Part of the report of the Operations Management Committee be adopted.

Trustee Vine requested clause 1(a)(i) be voted on separately.

The motion on clause 1(a)(i) was put to a vote and was adopted.

The original report was then adopted.

Moved by Mrs. Clarke, seconded by Mrs. Bell: That the Elementary/Secondary Part of the report of the Personnel and Organization Committee be adopted.

Trustee Baskin had concerns regarding a teacher, noted under clause 1(b) relating to probationary appointments, whereby the teacher was previously on staff yet was not placed back on permanent staff upon her return to teaching. Mr. Rothwell clarified the teacher in question resigned. Trustee Baskin believed the teacher was forced to resign.

The report was then adopted.

Under New Business, Trustee Clarke announced that the Principal, John Parr, and staff from Buchanan Park School are the recipients of the Marshall McLuhan Award. This award goes to teachers who have displayed innovative use of technology. At Buchanan Park, this related to their work in computers. Out of 200 nominees, this group was one of the 15 selected for the award. They will receive \$2,500, a \$1,000 grant for curriculum and a bronze medal. The money will go for computer hardware.

The members of the Board expressed their pleasure with this accomplishment.

The Board then went in-camera to consider clause 2(a) of the report of the Personnel and Organization Committee. Canon Rogers assumed the Chair.

Moved by Mrs. Clarke, seconded by Miss Cunningham: That clause 2(a) of the General Part of the report of the Personnel and Organization Committee be deleted.

Trustee Hicks indicated he would not vote nor debate on the matter due to possible conflict of interest.

The motion was adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

Chairman's Inaugural Address December 1987

Honoured Guests, Ladies and Gentlemen, Fellow Trustees:

It's difficult for me to describe how privileged I feel to appear before you tonight, delivering this my third inaugural address. It is a rare honour.

Needless to say I was more than a little apprehensive about asking for the green light to serve a third consecutive term as Chairman of the Board. And I'd like to use the opportunity you've given me, to outline the extraordinary circumstances that lead me to this decision. First of all, in light of the sudden and unexpected demands which have been put upon the system and due to the administrative and structural changes in progress I felt that a change in leadership at this juncture would not be in the best interests of the system I am gratified to find that you, my fellow trustees share this feeling, and I would like to thank all of you for your support.

Though I think we'd be the first to admit that we sometimes tend to treat everything as a crisis, we'd be hard pressed to remember a time in recent memory when we faced so many important changes all at once. I'm referring in part to the Tribunal's recommendation to transfer Churchill Secondary from our system, and out of the use of our students and community—a move which you're all aware I vehemently oppose. Though the appeal is now in the hands of the Provincial Government, the disruption is far from over. Having been so deeply involved in the appeal process, I believe that my experience may prove helpful in the inevitable post mortem that will follow the ruling.

I will also continue to support the cause by lending my experience to other Boards of Education who will undoubtedly be faced with the same situation. To be able to continue to speak as Chairman for our Board will make this possible.

It is most unfortunate that in the view of some observers, the Churchill situation has caused a rift in relations between the Public and Separate Boards. Relations have been for the most part very good over the years. As a Trustee I feel that there has never been greater need for us to show leadership on this issue. It would be most regrettable if it were allowed to cause tension to grow further within the community. We can set an example by working

together in the future, as we have in the past, to address our first priority—meeting the educational needs of the city's young people.

Before I leave this topic, as one of my first official duties as Chair of the 1988 Board I would like to commend the people of our system, and especially the young men and women who make up the student body at Churchill, for maintaining a sense of decorum and above all dignity in the face of what from their point of view must be a catastrophic event. Whether the decision of cabinet is to turn Churchill over to the Separate Board, or to share Delta, major reorganization will have to occur. The students, staff and community will need support and encouragement to make the transition proceed as smoothly as possible. It is my promise that regardless of the final outcome, this Board will do everything possible to ensure that the personal disruption of these people is kept to a minimum, and to ensure that our students' education and well-being are in no way jeopardized. I will urge all trustees to keep this in mind, and I trust they too will never allow me to forget this objective.

A particularly positive side to serving another term is the chance to continue to work with the dedicated and talented crew that fill this building every weekday from dawn to dusk, and often then some. It has been a privilege for the past two years, to have the unstinting help, support and advice of the extremely competent, professional people here at the Ed Centre—from Mr. Krever and the academic officials; from Mr. Penner and the business officials; and from the clerical staff for whom no request is ever too big. It is with sincere gratitude that I thank each one of them.

I wish that more people out there in the community had the chance, as I do, to see the truly terrific work that goes on in our schools. We have first-rate teachers working with the best kids around. I've heard secretaries and caretakers talk about *their* kids in describing the children that attend the schools where they work. We have teaching staff, support staff, volunteers, parents, grandparents and more, working *together* for the benefit of learners of all ages. That's the kind of attitude we need, and in so many respects, all across this city, that's the kind of spirit we witness daily.

Let's face it, moreso now than in the past people are apt to consider alternatives to the public education system. However, a bright side has emerged out of this situation. These days the

students that attend our schools are there by choice. To see what a school means to the young people just look at the way in which Churchill students rallied to its defence. I've been pleased to see that the Public Relations campaign this Board began just a few years ago is already yielding excellent results. I sense that at all levels, a renewed pride is returning to the system. We've been forced to look at our system and ask ourselves, "Are we doing a good job?" Confidently I submit to you that the answer is "Yes."

Which brings me to my next subject—decentralization. If you see dark circles under my eyes tonight, or if you've seen them on recent nights past, or if many of you trustees see them with alarming regularity when you look in the mirror, you can appreciate that they're due in part to long hours devoted to this important issue. Fortunately I'm buoyed (a little nautical term for ya there) by confidence in the concept. I thoroughly believe in it.

Decentralization is an excellent step toward finding an even better way to serve our students. As I've often said, we're a big, publicly funded corporation, and we owe it to our supporters to be as efficient and productive as possible. When services are closer to the client, the delivery is more responsive to their needs. As we work our way through the reorganization, we must keep in mind that the consultants' recommendations were based on interviews with employees from all segments of the system.

The Board of Trustees has recently seen some reorganization of its own. I'm sad to say that after two very productive years, Robb Webb is tonight attending his last meeting with us. Having recently accepted a new job, Robb and family will be moving to London, Ontario. I'd like to offer Robb my congratulations on the new position, and thank him for the contributions that he has made as part of the Board. Like Hamilton, London is a beautiful city and I know the Webb family will enjoy it there.

We have a new member to the Board of Trustees among us tonight: Bert Allen, representing Ward 3. Bert as we're all aware is no stranger to the system having served this Board before. We welcome him back. However, I hope that he hasn't decided from the ominous tones of my speech that he's signed on to a leaky vessel. On the contrary. We have been experiencing some choppy seas, but I believe that the waters are calming, and that we have chosen the right tack. I look forward to smoother sailing in the coming year.

Sadly, a familiar face is missing from our ranks tonight, that of a fellow trustee, a dedicated educator, a husband, father, and a friend, Jim Ruddle. Jim passed away this past summer. After devoting a lengthy career to education he chose to continue his commitment on into retirement, by serving as a Trustee, and a good one at that. The best way I could choose to describe Jim is by saying that, above all else, he cared deeply for the city's children.

It's customary for the Chairman to set aside a portion of the inaugural speech for the behind-the-scenes gang, and in my case that means my support group—my family. Our youngest son, Blake, is out on his own now, leaving my husband, Phil and me to man the sails. Though I'm sure that Phil sometimes wonders whether his first mate hasn't jumped ship. Last year when I told him of my plans to seek a second term as chairman he smiled and wished me good luck. This year, although the smile was perhaps not as broad, he is with me here tonight, to share the pride of my third inauguration. Phil has always given me the support and understanding necessary for me to take on the added responsibilities of being chairman.

It is often said that in a relationship, it is not the quantity, but the *quality* of time that matters. Well, my time with Phil has not been big on quantity of late, but I hope he would agree that in spite of my long hours on Board duty, our time together is of high quality.

You know, when I first assumed the Chairmanship of the Board, I mentioned in my inaugural address that 'one might be tempted to view the educational scene in the coming year with a certain complacency.' I find that extremely ironic given today's circumstances. However, I'm confident that as the coming year draws to a close, we will be able to look back and attribute a long list of achievements, and successes to the '88 Board of Education. We'll be able to say that it was all worthwhile.

Ladies and gentlemen of the Board, once again please accept my sincere gratitude for the privilege you have bestowed upon me. Chairing the Hamilton Board of Education for 1988 will not be without its challenges. However, it will be a distinct honour, of which I hope to be worthy.

Thank you.

**REPORT OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Mr. R. Lavoie

Officials Present: Mr. R. Kennedy (Area Superintendent), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget).

The Council recommends:

1. That the following recommendations of the Director of Education be approved:

(a) That the resignation of Lyne M. Patenaude, Secondary School Clerical and Secretarial Staff, be accepted effective 1987 11 20.

(b) That the following trip requests be approved:

(i) G. P. Vanier, Grades 9-13, Mount St. Louis, 1988 01 07 or 1988 01 12;

(ii) G. P. Vanier, Grades 9-13, Mount St. Louis, 1988 02 09 or 1988 02 11

(iii) G. P. Vanier, Grades 9-13, New York City, 1988 04 27-30, (Wednesday to Saturday).

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1987 12 02.

REPORT OF THE DEVELOPMENT COMMITTEE

FIRST REPORT

Present: Margaret Cunningham (Chairman), Trustees Allen, Barker, Baskin, Kennedy, Vine and Van Horne.

Also Present: Trustees Clarke, Detwiler, Hicks, McMurrich, Mulholland, Rogers and Webb.

Officials Present: A. J. Krever (Director of Education and Secretary), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum & Special Services), P. Shewfelt (Manager, Accounting and Budget), L. McLachlan (Area Superintendent), D. Rothwell (Area Superintendent), F. Kelly (Area Superintendent), D. Calder (Supervisor, Physical and Health Education),

ADDENDUM

The following motion was considered at the 1987 12 03 meeting of the Development Committee and was LOST:

GENERAL

1. a) That for the 1988-89 school year, a full time Student Life Coordinator be hired on a ten month contract and be assigned half time to a composite school and half time to its feeder middle schools.

b) That the evaluation of the program be undertaken during the initial year with a follow-up report to the Board, no later than May, 1989.

Respectfully submitted,

MARGARET CUNNINGHAM,
Chairman.

Board Room,
1987 12 03.

REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE

FIRST REPORT

Present: Mrs. Marion Lowe (Chairman - ProTem), Trustees Desmarais, Detwiler, Rogers and Van Horne.

Also present: Trustees Allen, Baskin, Bell, Clarke, Cunningham, Kennedy, Hicks, Mulholland, Paquin, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. J. Penner (Business Administrator/Treasurer), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. J. Singer (Deputy Administrator - Buildings) Mr. F. Kelly (Area Superintendent), Mr. L. McLachlan (Area Superintendent), Mr. D. Rothwell (Area Superintendent), Mr. A. Stockwell (Area Superintendent), Mr. D. Kelterborn (Administrative Officer - Business Services), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved, as presented to the members.

(a) That the Board of Education for the City of Hamilton support the Central Niagara Ontario Secondary School Students' Association with a grant of \$2,139.30 (15¢ per each secondary composite, vocational and alter-ed student) for the Central-Niagara O.S.S.S.A. Conference to be held 1988 02 26-28 (Friday to Sunday).

(b) That the Board take action to purchase immediately two new portable classrooms to accommodate increased student enrolment needs at Thornbrae Elementary School.

(c) That the amount of \$2,500 be paid to the Association of Large School Boards in Ontario for participation by the Hamilton Board of Education in the Curriculum Development and Sharing Co-operative during the 1987-1988 school year.

(d) That the Board of Education for the City of Hamilton in co-operation with the Wentworth County Board of Education, the Hamilton-Wentworth R.C.S.S. Board and Mohawk College approve a grant application of \$16,600 from the Ministry of Education Partnership Fund for the purpose of enhancing activities of the Hamilton-Wentworth Co-operative Education Council at no cost to the Board.

(e) That the Board of Education for the City of Hamilton approve a grant application of \$26,000 from the Ministry of Education Relevance Funds for the purpose of supporting schools in the development of more effective monitoring of students at their training stations at no cost to the Board.

2. That the Communications Advisory Committee be reconstituted for 1988 with the same number of members as in 1987, to be named by the Chairman of the Board, and with the same goals and objectives as in 1987.

3. That the Microcomputer Advisory Committee be reconstituted for 1988 with the same number of members as in 1987, to be named by the Chairman of the Board, and with the same goals and objectives as in 1987.

4. That the Insurance Report be approved and coverage be maintained as recommended.

LIABILITY INSURANCE

One-year policy—1988 01 01 to 1988 12 31 — Ontario School Boards' Insurance Exchange — Premium — \$154,682.

AVIATION AND TRAVEL FOR TRUSTEES

One-year policy 1988 01 01 to 1988 12 31 — Seaboard Life Insurance Company Premium \$516.00

AUTOMOBILE INSURANCE

One-year policy — 1988 01 01 to 1988 12 31 — Frank Cowan and Company (Dalton Insurance Brokers Ltd.) Premium \$14,397.

PROPERTY OF EVERY DESCRIPTION

One-year policies 1988 01 01 to 1988 12 31 — Frank Cowan and Company Ltd. (Dalton Insurance Brokers Ltd.) Premium \$217,451.

CRIME — DISHONESTY, DESTRUCTION, DISAPPEARANCE

One-year policy — 1988 01 01 to 1988 12 31 — Frank Cowan Company Ltd., (Dalton Insurance Brokers Ltd.) — Premium \$5,827.00.

DATA PROCESSING

One-year policy — 1988 01 01 to 1988 12 31 — Frank Cowan Company Ltd. (Dalton Insurance Brokers Ltd.) Premium \$2,086.00.

BOILER AND MACHINERY

One-year policy 1988 01 01 to 1988 12 31 — Frank Cowan Company Ltd. (Dalton Insurance Brokers Ltd.) Premium \$14,175.00.

	1988
TOTAL PREMIUMS FOR	
ALL INSURANCE	\$ 409,134

PROPERTY OF EVERY DESCRIPTION

	Buildings	Contents	Totals
1986 values	\$279,940,814	\$ 33,937,415	\$313,878,229
1987 values (includes, additions, deletions and 4% overall increase)	289,884,706	36,200,859	326,085,565
1987 Micros (included 4% increase)		4,310,650	4,310,650
Total Buildings and Contents for 1987			330,396,215
1987 values increased by 1%			3,303,962
House on East Avenue \$64,300 increased by 1%			64,943
1988 Additions not subject to 1% increases			
R. A. Riddell Addition			575,000
Extra Expense and Valuable Papers			200,000
Total Buildings and Contents for 1988			334,540,120

5. That the tenders of Harm Schilthuis and Sons Ltd., for Agnes Macphail School Alterations and Renovations be approved, as follows:

(i) Removal of existing fireproofing and installation of new	\$ 169,373.00
(ii) Alterations and renovations	<u>\$1,028,873.00</u>
	\$1,198,246.00

(b) That the alterations and renovations of Agnes Macphail project costs be approved as follows:

H. Schilthuis & Sons Ltd. tenders	\$1,198,246.00
Architectural & Engineering fees	90,000.00
Contingencies and Permits	50,000.00
Cost of moving and temporary help	50,000.00
Equipment and furniture	<u>70,000.00</u>
	\$1,458,246.00

6. That the following recommendation from the Report of the Communications Advisory Committee be approved:

(a) That the Board of Education for the City of Hamilton co-operate with Cable 14 Television and approve the proposal for developing and producing educational television programs to be shown on Cable 14 Community Television, commencing January, 1988.

7. That the following recommendation from the Report of the Committee re: Smoking in the Work Place be approved:

(a) That officials prepare an Operating Procedure for the No Smoking Policy to be forwarded to the system which incorporates the following principles:

- (i) Statement of Board Policy
- (ii) Rationale for the policy
- (iii) The responsibility of the staff in the workplace to set up an appropriate designated smoking area
- (iv) Offer of Board employee assistance for smoking cessation programs
- (v) Posting of no smoking signs on Board property
- (vi) Development of awareness programs for students and help for those who wish to stop smoking
- (vii) Procedures to follow if there is a need for renovations of a room in order to provide a smoking area within a building.

The procedures outlined are to be positive and in nature with encouragement and support for staff and students who wish to quit smoking.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the following trip requests be approved:

(i) Albion, Grades 11-12, Paris France, 1988 03 09-18 or 21 (Wednesday to Friday or Monday)

(ii) Hill Park, Grades 11-13, Outdoor Education, Cyprus Lake Provincial Park, 1987 12 12-14 (Saturday to Monday)

(iii) Westmount, Grades 11-13, St. Donat, Quebec, 1987 12 26-30 (Saturday to Wednesday)

(iv) Westmount, Grades 9-10, St. Donat, Quebec, 1988 01 06-09 (Wednesday to Saturday)

(v) Centennial, Grades 4-5 & Special Education, Outdoor Education, Valens Conservation Area, 1988 06 01-03 or 1988 06 15-17 (Wednesday to Friday)

(vi) Dalewood, Grade 7, Outdoor Education, Camp Wanakita, 1988 01 10-13 (Sunday to Wednesday)

(vii) Dalewood, Grade 8, Quebec City, 1988 01 20-23 (Wednesday to Saturday)

(viii) Lawfield, Grade 7, Outdoor Education, Camp Wanakita, 1988 02 21-24 (Sunday to Wednesday)

(ix) R. A. Riddell, Grade 8, Ottawa, 1988 05 16-18 (Monday to Wednesday)

(x) R. A. Riddell, Grade 8, Quebec City, 1988 05 16-18 (Monday to Wednesday)

(xi) Vincent Massey, Sr. T. R., Ottawa, 1988 04 25-27 (Monday to Wednesday)

(xii) W. H. Ballard, Grade 8, Ottawa, 1988 02 10-12 (Wednesday to Friday)

(xiii) W. H. Ballard, Grade 7, Outdoor Education, Camp Wanakita, 1988 02 24-26 (Wednesday to Friday)

(b) That up to \$3,000 be approved as bridge money until grant approval is received for the computer co-ordinators at the Robert Land and Parkdale Community Schools.

Respectfully submitted,

Board Room,
1987 12 10.

Mrs. MARION LOWE,
Chairman (ProTem)

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

FIRST REPORT

Present: Mary Caye Clarke (Chairman), Trustees Bell, Hicks, Mulholland, Webb, Paquin, and Van Horne.

Also Present: Trustees Allen, Baskin, Cunningham, Desmarais, Detwiler, Kennedy, Lowe, Rogers and Vine.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), D. B. Sinclair (Manager, Personnel and Employee Relations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Associate Superintendent of Curriculum and Special Services), A. Stockwell (Area Superintendent), R. Kennedy (Area Superintendent), F. Kelly (Area Superintendent), J. Forrester (Area Superintendent), D. Rothwell (Area Superintendent), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That John Penner be appointed to the position of Treasurer for the Board of Education for the City of Hamilton, effective 1988 01 01 until 1988 10 31.

(b) That the resignation of Walter G. Bayliss, Sr., for the purpose of retirement, be accepted with regret effective 1988 06 30, and that the Board's retirement gratuity be paid.

(c) That the resignation of Gertrude Cooper, Cleaning Staff, be accepted effective 1988 01 15.

(d) That Lori Adrian, Clerical Staff, be promoted to the position of Secretary - Athletic/Physical and Health Education (Category C — maximum \$408.00 per week), effective 1987 12 07, with salary according to the salary schedule.

(e) That the resignation of Clare G. W. McKague, Superintendent of Curriculum and Special Services, for the purpose of

retirement, effective 1988 06 30, be accepted with regret, and that the Board's retirement gratuity be paid.

(f) That Rosanne DeNardis, Clerical Staff, be promoted to the position of Offset Operator - Administrative Services (Category F — maximum \$485.00 per week), effective 1987 12 07, with salary according to the salary schedule.

(g) That Cheryl McGrimmond, Administrative Staff, be returned from Maternal Leave of Absence, effective 1988 01 25.

Clause 2(a) deleted by Board.

2. That the following recommendation of the Director of Education be approved as presented to the members:

(a) That the request of Mohawk College of Applied Arts and Technology and the University of Waterloo for the release from teaching duties of Mr. Jim O'Connor, effective 1988 02 01 to 1988 06 30, for the purpose of representing the Hamilton Board of Education on the Organizing Committee of the Sixth World Conference in Co-operative Education to be held in August, 1989, be granted, with pay.

3. That the following recommendation regarding the Assistant to the Lunchroom Coordinator be approved:

(a) That the Personnel and Organization Committee approve the action of the posting and interviewing for an assistant to the Lunchroom Program Co-ordinator, effective January 1, 1988.

4. That the following recommendations regarding staffing - psychological services department be approved:

(a) That a behavioural consultant be appointed to the Psychological Services Department, effective, September, 1988.

(b) That a psychological consultant be appointed to the Psychological Services Department, effective September, 1988.

5. That the Race Relations Committee be reconstituted for 1988 with the same number of members as in 1987, to be named by the Chairman of the Board, and with the same goals and objectives as in 1987.

6. That the senior officials and other appropriate personnel interview applicants on the short list for the Formalized Job Evaluation Plan, in the presence of the Personnel and Organization Committee who will recommend acceptance of the successful proposal.

7. That the following recommendation from the Report of the Communications Advisory Committee be approved:

(a) That the position of Information Assistant, Information Services, be established at Administrative Category 21, (\$27,051-\$30,251), effective January 1, 1988.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the following teachers be transferred to the Permanent Staff, effective 1988 01 01, with salaries according to schedule:

Carol Balint
Anna Bozzo
Sherri Thomson

(b) That the following teachers be appointed to the Probationary Staff, effective 1988 01 01, with salaries according to schedule:

Margaret A. Ellison
Mosche A. Freedman
Diana V. Hill
Lillian Jovic
Sandra Peters
Karen G. Rutledge (.5)
Jane A. Trafford
Kenneth J. Ward (.5)

(c) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Robert DiFrancesco, 1987 10 27 to further notice
Nancy L. Fernihough, 1987 12 01 to further notice
Mosche A. Freedman, 1987 10 19 to 1987 11 27
Sherry Halla, 1987 11 16 to further notice
Samual W. Hammond, 1987 11 16 to 1987 12 18

Jennifer McLean, 1987 11 16 to further notice
Lynne MacDonald, 1987 10 05 to 1987 11 30
Shirley MacDougall, 1987 10 21 to further notice
William Reeve, 1987 10 30 to 1987 11 27
Norma Ridge, 1988 01 04 to 1988 06 30 (.5)
Susan Rogers, 1987 10 26 to further notice
Virginia Ronning-Sammet, 1987 10 05 to 1987 11 03
Charmain R. Sebestyen, 1987 11 30 to 1988 04 25 (.5)
Kimberley A. Stewart, 1987 11 30 to 1988 03 25

(d) That Michelina Bozzo be appointed to the Probationary Elementary School Clerical and Secretarial Staff, (.5), (Category A-B, maximum \$360 per week), effective 1987 12 08, with salary according to the salary schedule.

(e) That the resignations of the following teachers, effective as shown, be accepted with regret:

Hannelore Caldarelli, 1988 01 31
Frank Duffin, 1987 12 31
Edward Kokojejko, 1987 12 31
Pamela Rogers, 1987 12 31

(f) That the resignation of Margaret Tombolini, School Social Worker, be accepted effective 1987 12 31.

(g) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Jean Barber, 1988 02 29
David Evans, 1988 02 01
Irene Eves, 1988 01 01
Gloria Guitar, 1988 01 01
Patricia Kadechuk, 1988 01 01
Debra Maxwell, 1988 01 01
Christine McKerlie, 1988 01 01
Sandra Shepherd, 1988 01 01
Gene Sutton, 1988 02 01
Pamela Tuff, 1988 01 01
Victoria Weekes, 1988 02 01
Dorothy Willson, 1988 02 01

(h) That the request of C. Jean Cutbill, for a Long Term Disability Leave of Absence, effective 1987 11 05, be granted.

(i) That the requests of the following teachers for Maternal Leaves of Absence be granted in accordance with the conditions

governing Maternal Leave, and that these Leaves be followed by Leaves of Absence for Parental Reasons, effective as shown:

Brenda Finance, 1988 01 25 to 1989 08 31

Barbara Dow Lam, 1988 01 01 to 1988 08 31

(j) That the requests of the following teachers for Personal Leaves of Absence, effective 1988 01 01 until 1988 12 31, be granted:

JoAnne Ivey

H. Beverley Turner

(k) That Jocelyn Dow-Callahan, Educational Assistant Staff, be granted a Personal Leave of Absence, effective 1987 11 30 until 1988 06 30.

(l) That the requests of the following teachers for extension of their Parental Leaves of Absence, effective as shown, be granted:

Rhonda Chaimovitz, 1988 01 01 to 1988 08 31

Bonnie Mendel, 1988 01 01 to 1988 02 29

Linda Paradis, 1988 01 01 to 1988 01 29

(m) That the timetable increase of Sherry Marston, from .5 to 1.0, be extended to 1988 02 29.

(n) That Cheri Woolley be appointed to the position of School Social Worker (B.S.W. Level), for a one year probationary period, effective 1988 01 04, with salary according to schedule.

(o) That the resignation of Doreen M. Walsh, who is retiring on superannuation, effective 1987 12 31, be accepted with regret.

(p) That Sylvia Scarrow, Administrative Staff, be granted a Personal Leave of Absence, effective 1988 01 01 until 1988 03 31.

(q) That Sharon Bachuk, Educational Assistant Staff, be returned from Maternal Leave of Absence, effective 1988 01 04.

(r) That the timetable of L. D. Gail Osborne be decreased from 1.00 to .5, effective 1988 01 01.

2. That the following recommendation of the Director of Education be approved as presented to the members:

(a) That the request of the Ontario Secondary School Teachers' Federation for the secondment of Malcolm Buchanan to continue from 1988 02 01 to 1988 06 30, be granted.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1987 12 10.

**REPORT OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: H. Paquin (Chairman), Trustee Desmarais.

Also Present: Trustee Vine.

Official Present: K. Rielly (Associate Director of Education)

The Council recommends:

1. That Rosaire C. Lavoie be appointed Francophone Superintendent, effective 1988 01 04, for a five year term, renewable.

Respectfully submitted,

Mr. HUBERT PAQUIN,
Chairman.

Committee Room,
1987 12 16.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 01 14.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Allen, Barker, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, Mulholland, Paquin and Vine.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), D. B. Sinclair (Manager, Personnel and Employee Relations), S. Rogers (Administrative Secretary).

The Chairman called the meeting to order and asked Miss Detwiler to present the report of the Salary Committee.

Moved by Miss Detwiler, Seconded by Mr. Kennedy: That the General Part of the report of the Salary Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustee Van Horne

Officials Present: Mr. J. Penner (Business Administrator/Treasurer), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Miss D. Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the Board ratify the terms of the settlement between The Board of Education for the City of Hamilton and C.U.P.E., Local 1344 for the period October 1, 1987 until October 31, 1989.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room.
1987 12 18

**MEMORANDUM OF SETTLEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
hereinafter referred to as "the Company"
AND
C.U.P.E., LOCAL 1344
hereinafter referred to as "the Union"**

1. The parties herein agree to the terms of this memorandum as constituting full settlement of all matters in dispute.
2. The undersigned representatives of the parties do hereby agree to recommend complete acceptance of all the terms of this memorandum to their respective principals.
3. The parties herein agree that the term of the collective agreement shall be from October 1, 1987 to October 31, 1989.

4. The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement which expired on September 30, 1987, provided, however, that the following amendments are incorporated:
 1. All matters previously settled and agreed to by the parties prior to the date hereof.
 2. **"Pay Equity"**
 - as / amended Board proposal, December 14, 1987 plus C.U.P.E. proposal dated December 18, 1987.
 3. **Maintenance Reclassifications**
 - employees involved to receive \$100. each plus reclassifications as proposed by Board on December 14, 1987
 - Union to withdraw grievances on basis of settlement.
 4. **Appendix "B"**
 - all chief mechanics - 20¢
 - 4th class firemen (Westdale) - 20¢
 5. Board proposal on Appendix G, I(g) and Article 12 — withdrawn
 6. Retroactivity - as amended on December 18, 1987
 7. Casuals to receive same wage increase, but no retroactivity
 8. **Wages**
 - January 4, 1988 - 55¢ / hr.
 - October 1, 1988 - 55¢ / hr.
 9. **Article 16.08**
 - as proposed by the Board on December 14, 1987.

Dated at Hamilton, Ontario this 18th day of December, 1987:

APPENDIX "B" WAGE RATES AND CLASSIFICATION

	January 4, 1988	October 1, 1988
Cleaners	\$10.42	\$10.97
Cooks	10.82	11.37
Assistants		
Minimum	11.56	12.11
6 months	11.92	12.47
1 Year	12.08	12.63
2 Years	12.29	12.84

(This category includes Assistant Caretakers, Warehouse Assistants and Drivers).

(Assistant Caretakers on afternoon shift in Elementary and Vocational Secondary Schools will receive a responsibility allowance of 20 cents per hour over and above the hourly rate.)

Maintenance Assistant 2 (carpentry, general maintenance, mechanical, welding)	12.699	13.249
Firemen	12.699	13.249
Group 1	13.13	13.68
Group 2	13.455	14.005
Group 3	13.77	14.32
Group 4	14.054	14.604
Mechanic	13.77	14.32
Chief Mechanic	14.254	14.804

Firemen with 4th Class Stationery Engineer's Certificate while assigned to Westdale Secondary School to receive twenty cents (20¢) per hour over and above the hourly wage rate for Firemen.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 01 21.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Superintendent of Finance and Treasurer), McKague (Superintendent of Curriculum and Special Services), Beveridge (Superintendent of Curriculum, Special and Educational Services designate), Forrester (Superintendent of Schools, Area One), Kelly (Superintendent of Schools, Area Two), Stockwell (Superintendent of Schools, Area Three), Ms. Gillie (Superintendent of Schools, Area Four), Rothwell (Superintendent of Schools, Area Five), Lavoie (Superintendent of Schools, French as a First Language) and Mrs. Rogers (Administrative Secretary).

A plaque from former Trustee, Robert Webb, was presented to the Board by the Chairman. The plaque contains a quotation from the late John F. Kennedy — "Our task now is not to fix the blame for the past, but to fix a course for the future".

It was agreed a letter of thanks would be written to Mr. Webb. Remarks were made on the appropriateness of the quotation.

The minutes of the last regular and special meetings were adopted as presented to the members.

Communications from Mr. Lorne McLachlan thanking the Board for the leaving allowance, from the Searay family thanking the Board for the expression of sympathy, and the Ministry of Education thanking the Board for its support on the Metropolitan Toronto School Board's resolution on continuing education were read to the members. These were received and ordered filed.

The Director reported on the large number of communications and telephone calls recently received expressing support for the Board's appeal to the Goudge Tribunal.

The Chairman of the Board then read to the members the letter of resignation for the purpose of retirement from Mr. Arnold J. Krever, Director of Education and Secretary.

Trustee Detwiler remarked on Mr. Krever's career in Hamilton and commended him for his leadership, hard work, and genuine caring for the students in this system.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That the resignation of the Director, Arnold Krever, be accepted with regret, effective 1988 06 30.

Trustee Baskin also remarked on the changes made during Mr. Krever's tenure, and while she regretted his leaving during this time of change, the good wishes of the Board were extended to him.

The motion was adopted.

Committee reports were presented as follows:

Ad Hoc Committee — Canon Rogers

Operations Management Committee (regular and special) — Mr. McMurrich

Personnel and Organization Committee — Mrs. Clarke

Mrs. Van Horne remarked the ad hoc committee report relates to the replacement of the trustee in Ward 2. After advertising this vacancy, twenty interviews were conducted, and through consultation with the Board in caucus, a recommendation is now ready for presentation.

Canon Rogers remarked he was impressed by the high calibre of the applicants.

Moved by Canon Rogers, seconded by Miss Cunningham: That Brian Whiteman be appointed to the Board of Education for the City of Hamilton, representing

Ward 2, for the unexpired portion of the term to which Robert Webb was elected, from 1988 01 21 to 1988 11 30.

Trustee Vine wanted to take the opportunity to welcome her fellow Ward Two trustee.

The motion was then adopted by a vote of elementary/secondary trustees only.

Moved by Mr. McMurrich, seconded by Mr. Allen: That the General Part of the report of the Operations Management Committee, and the special report, be adopted.

Mr. McKague presented a verbal report relating to the funding in the City's Health Department for two nurses for two years to assist with the implementation of AIDS education, as mandated by that Ministry.

Trustee Deans supported the clause relating to the Board's appointment of a Health Consultant for A.I.D.S. education as it is compulsory for Grades 7 and 8, and there is a great deal of work to be done.

When Trustee Vine questioned the grade levels for A.I.D.S. education, the Director replied extensive in-service will be required for consultants to reach Grades 7-13, but the emphasis will be on Grades 11 to 13.

Trustee Baskin remarked on the co-operation the Board has undertaken with other agencies in the City, and the Board should be proud of that accomplishment.

Trustee Mulholland wanted to go on record as being opposed to clause 11, as this expenditure does not relate to teaching but for the appointment of a consultant. Funding has been put forth by the Province of Ontario for the Health Department to do the same thing.

The report was adopted.

Moved by Mrs. Clarke, seconded by Miss Detwiler: That the General Part of the report of the Personnel and Organization Committee be adopted.

Moved in amendment by Mr. Hicks, seconded by Mrs. Deans: That item three of the report of the Personnel and Organization Committee be tabled. Carried.

The report, as amended, was then adopted.

Under unfinished business, the Chairman brought to the members' attention the fact that the Board is not represented on the A.L.S.B.O. Curriculum Committee. The representative was Trustee Webb.

Moved by Mrs. Bell, seconded by Mr. Allen: That Trustee Baskin be appointed to the A.L.S.B.O. Curriculum Committee. Carried.

The video, "Every School Day Is Special" was shown to the members. Many positive remarks followed. Trustee Cunningham appreciated the work done on this video, and added it puts things into perspective. Trustee Kennedy suggested a copy be sent to the Minister of Education, and Trustee Allen complimented Media Services on the professional quality of the video. He urged the video be shown on a daily basis.

FRENCH LANGUAGE

Consideration of reports (regular and special) — Mr. Paquin

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Education Council, and the special report, be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. McMurrich, seconded by Mrs. Bell: That the Elementary/Secondary Part of the report of the Operations Management Committee be adopted.

Trustee Baskin enquired if anything was being done to assist the Youth Orchestra with its trip to Banff, and the Director replied the correspondence in this regard is on the agenda for Senior Management.

The report was then adopted.

Moved by Mrs. Clarke, seconded by Canon Rogers:
That the Elementary/Secondary Part of the report of the
Personnel and Organization Committee be adopted.
Carried.

Under new business, Trustee Vine congratulated the
physical education teachers of Sir John A. Macdonald
Secondary School in receiving The Canadian Association
for Health, Physical Education and Recreation award. This
school was selected as one out of 65 Canadian Schools, and
out of 15 in Ontario. A letter of congratulations on behalf of
the Board will be sent.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Officials Present: J. Singer (Deputy Administrator - Buildings), R. Lavoie (Superintendent of Schools - French as a First Language)

The Council recommends:

1. That the following recommendations of the Director of Education be approved:

(a) That the request of Jocelyne Clutterbuck for an extension of her Personal Leave of Absence, effective 1988 02 01 to 1988 08 31, be granted.

(b) That the effective dates of Brigitte Begin's appointment to the Occasional Staff, be extended to 1988 06 30.

(c) That the membership fee to the A.F.C.S.O. for 1988 be approved in the amount of \$319.16 to reflect the enrolment of resident pupils of Hamilton attending Georges P. Vanier.

(d) That the following trip requests be approved:

Georges P. Vanier—Timmins—February 4, 5, 6, and 7—Boys Basketball Tournament (Franco-Ontarien)

Georges P. Vanier—North Bay—February 4, 5, 6, and 7—Girls Volleyball Tournament (Franco-Ontarien)

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Meeting Room,
1988 01 05.

REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE

SECOND REPORT

Present: Robert McMurrich (Chairman), Trustees Deans, Desmarais, Detwiler, Lowe, Rogers and Van Horne.

Also Present: Trustees Allen, Clarke, Cunningham, Hicks, Kennedy, Mulholland and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. J. Penner (Superintendent of Finance and Treasurer), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Mr. F. Kelly (Superintendent of Schools - Area Two), Mr. A. Stockwell (Superintendent of Schools - Area Three), Ms. P. Gillie (Superintendent of Schools - Area Four), Mr. D. Rothwell (Superintendent of Schools - Area Five), Mr. R. Lavoie (Superintendent of Schools - French as a First Language), Mr. O. Jackson (Supervisor - Research Services), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

1. That the Board establish a Reserve in the amount of \$760,000 from the 1987 Revenues to cover the Dofasco Appeal.
2. That the 1988 membership fee of \$2,747.36 be paid to the Canadian Education Association.
3. That the 1988 membership fee of \$650 be paid to the Ontario Educational Research Council.
4. That the Hamilton Board of Education's Share of Fees for the By-Election in Ward 3 held on 1987 11 17 in the amount of \$39,675.87 be paid.
5. That the Board of Education for the City of Hamilton support the Association of Large School Board's in Ontario brief which asks the Government of Canada not to proceed to Third Reading of Bill C-60 in the House of Commons at least until the

Government has disclosed publicly the other copyright amendments it intends to introduce dealing with any exemptions for educational purposes

AND

That the Board of Education for the City of Hamilton write a letter to the following groups advising of this support as well as expressing its concerns relative to the passing of Bill C-60:

- The Government of Canada
- The House of Commons
- The Local Members of Parliament
- Association of Large School Boards in Ontario.

6. That the Board of Education for the City of Hamilton Support Bill C-51 which bans tobacco advertising and promotion and that this support be communicated to the appropriate people.

7. That the Board of Education for the City of Hamilton supports the Canadian School Trustees Association and send a letter to the Honourable Michael Wilson, Minister of Finance, expressing its concern regarding the Proposed Federal Tax Reform and the detrimental effect this may have on Boards of Education.

8. That the following report re: secondary school recipients of the Trust Fund Awards for the school year 1986/1987 be approved:

AWARD	STUDENT	SCHOOL
Annie Dora Needle	Gregory Sennema	Hill Park
	Margaret Dehal	Sir John A. Macdonald
	Dina Silva	Sir Allan MacNab
Hamilton Draftsmen's Association	Odilia Batista	Scott Park
	Jim Bayne	Sherwood
	Stephane Levesque	Georges P. Vanier
Buchan Medal Award	Cameron Ferroni	Sherwood
The Lawrence Munro Scholarship	Darrin Heaton	Westdale

AWARD	STUDENT	SCHOOL
Awards Pertaining to Sir John A. Macdonald		
(a) Art School Trust Fund:		
(i) Art: First Prize	Lisa Spisak	
Second Prize	Thomas Schoenholz	
(ii) Drafting:		
Architectural	Philip Moore	
Mechanical	John Toito	
(b) Sir John A. Macdonald Award	Tuoi Nguyen	
(c) George R. Parke Trophy	Gary Reid	
The Ida M. Robb Memorial Award	Beatrice Robinson	Briarwood

9. That the Board of Education for the City of Hamilton provide \$7,500 as its share of the cost of a project coordinator's salary and benefits for the Adopt-A-School project of the Industry Education Council, commencing September 1, 1988 and ending December 31, 1988.

10. That the current study by Dr. D. Looker entitled **Changes in Educational and Occupational Aspirations by Students** and scheduled to take place in the spring of 1988 be approved.

11. That the position of Health Consultant be extended to the second semester, commencing 1988 02 01 and ending 1988 06 30 in order to provide leadership in-service and instruction in Acquired Immune Deficiency Syndrome Education and that the officials investigate the availability of funds assistance according to the newspaper article of 1988 01 12 as referred to by Trustee Mulholland.

12. That the Board of Education for the City of Hamilton support the recommendation of the OACE Task Force that promotes the increase of the provincial grants to \$3,075 for full time equivalent adult continuing education students and that the Board convey its support for this recommendation to the Minister of Education and that the local members of the Provincial Government be informed of this resolution and asked to add their support.

13. That the following report of the Communications Advisory Committee be approved:

(a) That a sign measuring 13'4" long and 5'9" high be placed in front of the Education Centre bearing the Board of Education logo and the words "The Board of Education for the City of Hamilton" at an approximate cost of \$12,000.

(b) The the proposed 1988 budget for the Communications Advisory Committee in the amount of \$130,500 be approved.

14. That the following report of the Special Education Advisory Committee be approved, as presented to the members:

(a) That a letter be forwarded to the Honourable Chris Ward on behalf of the Special Education Advisory Committee to express concern over proposed changes to Regulation 262 affecting the psychological assessment completed within Boards of Education as presented.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members:

(a) That the Board of Education for the City of Hamilton continue to support The Children's International Centre program with a \$6,000 grant for 1988.

(b) That the following trip requests be approved:

(i) Barton, Grades 9-13, Kissing Bridge, N.Y., 1988 01 29 (Friday).

(ii) Delta, Grades 9-10, St. Donat, Quebec, 1988 02 10-13 (Wednesday to Saturday)

(iii) Glendale, Basketball Team, Sault Ste. Marie, 1988 02 12 (Friday)

(iv) Hill Park, Basketball Team, Orillia, 1988 02 05-06 (Friday to Saturday)

(v) Sir Allan MacNab, Grades 9-13, Mount St. Louis/Moonstone, 1988 01 14 (Thursday)

(vi) Sir Allan MacNab/Glendale/Sir Winston Churchill, Grades 9-10, St. Donat, Quebec, 1988 02 10-12 (Wednesday to Friday)

(vii) Sir Allan MacNab, Grades 9-13, Blue Mountain, Collingwood, 1988 02 25 (Thursday)

(viii) Sir Winston Churchill, Outdoor Education, Algonquin Park, 1988 05 25-28 (Wednesday to Saturday)

(ix) Westdale, Grade 13, Washington, Williamsburg, 1988 04 25-29 (Monday to Friday)

(x) All Secondary Schools with Alpine Race Teams, Grades 9-13, Talisman Ski Resort, 1988 02 05 (Friday)

(xi) Bennetto, Grades 6-8, Outdoor Education, Camp Wanakita, 1988 01 13-15 (Wednesday to Friday)

(xii) Chedoke, Grades 6-8, Outdoor Education, Camp Wanakita, 1988 01 26-28 (Tuesday to Thursday)

(xiii) G. L. Armstrong, Grades 5-9, London, England, 1988 03 10-21 (Wednesday to Monday)

(xiv) G. L. Armstrong, Grade 7, Midland, 1988 06 09-10 (Thursday to Friday)

(xv) Hillcrest, Grade 8, Quebec City, Quebec, 1988 01 13-17 (Wednesday to Sunday)

(xvi) Hill Park, Grades 11-13, Outdoor Education, Horseshoe Lake, Minden, 1988 01 30-02 01 (Saturday to Monday)

(xvii) Hill Park, Grades 11-13 Outdoor Education, Algonquin Park, 1988 03 04-06 (Friday to Sunday)

(xviii) Sir Winston Churchill, Grades 9-12, Kissing Bridge, 1988 02 02 (Tuesday)

(xix) Westdale, Grades 9-13, Orchestra and Stage Band, Montreal, Quebec, 1988 05 05-09 (Thursday to Monday) — replacing trip to Washington approved at the October meeting.

(xx) Westwood, Autistic Class, Camp Canterbury Hills, 1988 01 20-22 (Wednesday to Friday)

2. That the following recommendations from the report on Compensatory Education be approved:

(a) That a budget of \$5,000 be established for an in-service program designed for all personnel assigned to compensatory education schools.

(b) That an additional two school social workers be appointed for the compensatory education schools, effective 1988 09 01.

Respectfully submitted,

ROBERT McMURRICH,
Chairman.

Board Room,
1988 01 12.

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

SECOND REPORT

Present: Mary Caye Clarke (Chairman), Trustees Bell, Hicks, Mulholland, Paquin and Van Horne.

Also Present: Trustees Allen, Barker, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, and Vine.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), D. B. Sinclair (Manager, Personnel and Employee Relations), P. Beveridge (Superintendent of Curriculum, Special and Educational Services [designate]), J. Forrester (Superintendent of Schools - Area 1), P. Gillie (Superintendent of Schools - Area 4), D. Rothwell (Superintendent of Schools - Area 5), R. Lavoie (Superintendent of Schools - French-as-a-First-Language), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented.

(a) That Marilyn Abraham be appointed to the position of Job Analyst, Personnel Department, on a project basis and for a two year term, effective 1988 01 18 to 1990 01 17, at the starting salary of \$30,000 per annum.

(b) That Jean Pierre Braband be appointed to the Administrative Staff - Stage Technician, for a one year probationary period, (Category 24 - maximum \$27,536 per annum), effective 1988 01 11, with salary according to the salary schedule.

(c) That Joanne Evans be appointed to the probationary Clerical Staff, (Category B2 - maximum \$375.00 per week), effective 1988 01 18, with salary according to the salary schedule.

(d) That Dorothy Anderson be appointed to the probationary Clerical Staff, (Category C - maximum \$408.00 per week), effective 1987 12 15, with salary according to the salary schedule.

(e) That the following persons be appointed to the probationary Cleaning Staff, effective 1987 12 14, with wage rate according to the Collective Agreement:

Concetta Amatangelo
Paulette Carmichael
Giovanna Fruscella
Sharon Harrington
Linda McKechnie

(f) That the resignation of John M. Watt, Administrative Staff, for the purpose of retirement, be accepted with regret effective 1988 02 29, and that the Board's retirement gratuity be paid.

(g) That the resignation of Mary E. Reynolds, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1987 12 31, and that the Board's retirement gratuity be paid.

(h) That Elizabeth Ciprietti be confirmed in the position of Speech/Language Pathologist, effective 1987 12 01.

(i) That Gael MacPherson, Psychological Consultant, be returned from a Personal Leave of Absence, effective 1988 01 04.

(j) That the following clauses be referred to the 1988 Budget Review process:

(i) That the position of Media Booking Clerk - Media Services (Category B2-maximum \$375.00 per week) be increased from a part-time .7 position to a full-time position, effective 1988 05 01.

- (ii) That the position of Library Technician - Media Services (Category E - maximum \$468.00 per week), be increased from a part-time .5 position to a full-time position, effective 1988 05 01.

(k) That Linda Tsaros be appointed to the position of Psychological Consultant, for a one year probationary period, effective 1988 02 15, with salary according to schedule.

(l) That Peter D. Kurelek be appointed to the Administrative Staff - Information Assistant, for a one year probationary period, (Category 21 - maximum \$30,251 per annum), effective 1988 01 25, with salary according to the salary schedule.

(m) That Margaret Copland be appointed to the probationary Clerical Staff, (Category B2 - maximum \$375.00 per week), effective 1988 01 18, with salary according to the salary schedule.

(n) That the Board's retirement gratuity be paid to Gertrude Cooper, Cleaning Staff, whose resignation was approved at the December, 1987 Board meeting.

(o) That the resignation of Inez Anderson, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 06 30, and that the Board's retirement gratuity be paid.

(p) That the resignations of the following persons from the Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective as shown, and that the Board's retirement gratuity be paid to each:

William Chambers, 1988 06 30
Kenneth R. Horsley, 1988 03 31
Gordon Latham, 1988 02 06
Harold J. Marsden, 1988 06 30

(q) That the resignation of Ethel Walters, Clerical Staff, for the purpose of retirement, be accepted with regret effective 1988 01 20, and that the Board's retirement gratuity be paid.

2.(a) That Joseph Singer continue working at the Board at approximately sixty per cent of full time until such time as the new Superintendent of Plant is appointed.

(b) That Edward Bohe's temporary appointment be extended to 1988 03 31.

Clause 3 Tabled by Board

3. That the Board enter into a memorandum of agreement with the branch affiliates incorporating the following amendments into the collective agreements, which expire August 31, 1988:

That the position of Area Supervisor be established on the basis of ten month employment and be paid at an annual salary rate of \$67,398 (equal to the maximum of the Secondary School Principals' grid);

That the travel allowance for the position shall be in accordance with Board policy (\$947 per annum);

That appointments be for a three year term, non-renewable.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented.

(a) That the following teachers be transferred to the Permanent Staff, effective 1988 02 01, with salaries according to schedule:

Patricia Ashton
Sheila Babb
Karen Baetz
Paul Beattie
Mary Bliszcuk
Jean Cole
Jane Couper
Helen Demczuk
Maureen Fraser
Michael Helt

Eleanor Kellam
Julia Lamont
Barbara MacLeod
Richard Moll
Sharon Reading
Sarah Schwenger
Barbara Tkach
Wilma Torrens
Linda Wolski

(b) That David Thomas be appointed to the Probationary Staff, effective 1988 02 01, with salary according to schedule.

(c) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Paul Brown, 1987 11 16 to 1988 01 31

Mary-Lynn Fleming, 1987 10 21 to 1987 12 31 (1.0)

1988 01 01 to further notice (.5)

Barbara Jarrett, 1987 10 06 to further notice

Carolyn L. MacCullum, 1988 01 04 to 1988 01 22 (.5)
1988 01 25 to 1988 06 30 (1.0)

Mary L. Modica, 1987 11 23 to 1988 01 04 (1.0)
1988 01 05 to further notice (.5)

George Pater, 1987 10 05 to 1988 01 31

Stuart Porter, 1987 11 23 to further notice

Ward Shipman, 1987 11 27 to 1988 01 31

Ronald Vickers, 1987 11 09 to 1988 01 31

(d) That Anne Lennox be appointed to the probationary Elementary School Clerical and Secretarial Staff (.5), (Category B2 - maximum \$375.00 per week), effective 1988 01 11, with salary according to the salary schedule.

(e) That Ann Marie Reid be appointed to the probationary Elementary School Clerical and Secretarial Staff, (.5), (Category A-B - maximum \$360.00 per week), effective 1988 01 05, with salary according to the salary schedule.

(f) That Deborah Germaney be appointed to the probationary Elementary School Clerical and Secretarial Staff, (.8), (Category A-B - maximum \$360.00 per week), effective 1988 01 05, with salary according to the salary schedule.

(g) That the Release of Contract requested by Murray Cunningham, who is retiring on superannuation, effective 1988 02 29, be granted, and that he receive the gratuity in accordance to the Board's plan.

(h) That the resignation of Michelina Bozzo, Elementary School Clerical and Secretarial Staff, be accepted effective 1987 12 16.

(i) That John Allchin be confirmed in the position of Head of Department (Mathematics), effective 1988 01 01.

(j) That the following teachers be returned from Leaves of Absence, and assigned teaching duties, effective as shown:

Corinne Brown, 1988 02 01

Ann Cucuz, 1988 01 01

Esther Hurden, 1988 01 01

Janet Jessop, 1988 02 08

Bonnie Mendel, 1988 02 01 (.5)

Leys Malpass, 1988 02 01

Susan Mummery-Bacon, 1988 01 01 (.5)

Linda Paradis, 1988 02 01

Lynda Pyett, 1988 01 28

Lee Raso, 1988 02 01

Catherine Scott, 1988 03 01

Judith Whidden, 1988 02 01

(k) That the requests of the following teachers for Maternal Leaves of Absence, be granted in accordance with the conditions governing Maternal Leave, effective as shown:

Cathy Court, 1988 02 15 to 1988 06 10

Andrea Kamermans, 1988 03 21 to 1988 07 15

Diana Lew, 1988 04 05 to 1988 08 02

(l) That the request of Valerie Bryce for a Maternal Leave of Absence, effective 1988 02 01 to 1988 05 27, be granted in accordance with the conditions governing Maternal Leave, and that this Leave be followed by a Leave of Absence for Personal Reasons until 1988 08 31.

(m) That the requests of the following teachers for Personal Leaves of Absence, effective as shown, be granted:

David Cuttriss, 1988 01 01 to 1988 08 31

Philip Conklin, 1988 09 01 to 1989 08 31

Etta Hertzberg, 1988 02 01 to 1988 08 31

(n) That Marilyn Wilson, Secondary School Clerical and Secretarial Staff, be granted a Personal Leave of Absence, effective 1988 01 04 until 1988 04 01.

(o) That Joan Wright, Educational Assistant Staff, be granted a Personal Leave of Absence, effective 1988 03 21 until 1988 06 29.

(p) That the timetable of Louise Lefebvre-Brejak be decreased from 1.0 to .5, effective 1988 01 01.

(q) That the request of Alyson Gibson for a Maternal Leave of Absence, effective 1988 02 22 to 1988 06 17, be granted in accordance with the conditions governing Maternal Leave, and that this Leave be followed by a Leave of Absence for Parental Reasons until 1988 08 31.

(r) That the following timetable changes be granted, effective as shown:

Sherry Marston, from 1.0 to .5, 1988 02 01

Kenneth Ward, from .5 to 6., 1988 01 01

2.(a) That the Board rescind the leave of absence granted to Jamie Quinn for the second semester of the 1989-1990 school year, effective 1990 02 01 to 1990 08 31, and approve her request to withdraw from the Salary Holdback Plan ("Four Over Five").

(b) That the Board rescind the leave of absence granted to Russell Evans for the first semester of the 1990-1991 school year, effective 1990 09 01 to 1991 01 31, and approve his request to withdraw from the Salary Holdback Plan ("Four Over Five").

3.(a) That approval be granted for the request of Linda Woolfrey-Cooper for a Leave of Absence under the Salary Holdback Plan ("Four Over Five") for the second semester of the 1989-1990 school year, effective 1990 02 01 to 1990 08 31, subject to the 1987-88 Secondary School Collective Agreement.

(b) That approval be granted for the request of Martin Cooper for a Leave of Absence under the Salary Holdback Plan ("Four Over Five"), for the second semester of the 1989-1990 school year, effective 1990 02 01 to 1990 08 31, subject to the 1987-88 Secondary School Collective Agreement.

Respectfully submitted,

MARY CAYE CLARKE,

Chairman.

Board Room,

1988 01 14.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Robert McMurrich (Chairman); Trustees Deans, Desmarais, Detwiler, Lowe, Rogers and Van Horne.

Also Present: Trustee Allen, Barker, Clarke, Hicks, Kennedy, Paquin and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. J. Penner (Superintendent of Finance and Treasurer), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Mr. J. Forrester (Superintendent of Schools - Area One), Mr. F. Kelly (Superintendent of Schools - Area Two), Mr. A. Stockwell (Superintendent of Schools - Area Three), Ms. P. Gillie (Superintendent of Schools - Area Four), Mr. D. Rothwell (Superintendent of Schools - Area Five), Mr. R. Lavoie (Superintendent of Schools - French as a First Language), Mr. B. Adams (Supervisor - Special Education), Mr. O. Jackson (Supervisor - Research Services), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

1. That the communities concerned be contacted and informed of the recommendations in the 1987/1988 Accommodation Report.

2. That the Information Officer issue a press release regarding the recommendations in the 1987/1988 Accommodation Report.

Respectfully submitted,

Mr. ROBERT McMURRICH,
Chairman.

Board Room,
1988 01 11.

**REPORT OF THE
SPECIAL MEETING OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: Mr. H. Paquin (Chairman); Trustees Barker and Desmarais.

Official Present: Mr. R. Lavoie, (Superintendent of Schools — French as a First Language).

The Council recommends:

1.(a) That Rosaire Provencher be appointed to the probationary staff, effective 1988 02 01, with salary according to schedule.

(b) That the request of Donald Rousson, Teacher, for release of contract, effective 1988 01 31, be granted.

(c) That Marie Frechette be appointed to the probationary Secondary School Clerical and Secretarial Staff (Level 2 — maximum \$388.32 per week), effective 1988 01 12, with salary according to the Collective Agreement.

(d) That Gregory Loughheed be appointed to the Occasional Staff, effective 1987 12 03 to 1988 01 31, with salary according to schedule.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1988 01 21.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 01 26.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Bell, Clarke, Cunningham, Deans, Detwiler, Hicks, Kennedy, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: J. Penner (Superintendent of Finance and Treasurer [and Secretary Pro-tem]); D. B. Sinclair (Manager, Personnel and Employee Relations), S. Rogers (Administrative Secretary).

Moved by Mrs. Bell, Seconded by Mr. Paquin: That John Penner be the Secretary Pro-tem. Carried.

GENERAL

Moved by Mrs. Clarke, Seconded by Mrs. Bell: That the General Part of the report of the special meeting of the Personnel and Organization Committee be adopted.

Mrs. Deans indicated she would vote against the report because the CUPE package for the job evaluation plan was not considered, and was offered free of charge.

Mrs. Clarke clarified the CUPE package was one of the nineteen packages considered.

The motion was then adopted.

ELEMENTARY/SECONDARY

Moved by Mrs. Clarke, Seconded by Mr. Mulholland: That the Elementary/Secondary Part of the report of the special meeting of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Mary Caye Clarke (Chairman); Trustees Bell, Hicks, Mulholland, Paquin, Whiteman and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Cunningham, Deans, Detwiler, Kennedy, Lowe, Rogers and Vine.

Officials Present: K. Rielly (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), C. McKague (Superintendent of Curriculum and Special Services), D. B. Sinclair (Manager, Personnel and Employee Relations), J. Forrester (Superintendent of Schools - Area One), A. Stockwell (Superintendent of Schools - Area Three), P. Gillie (Superintendent of Schools - Area Four), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the Board of Education for the City of Hamilton contract with the firm of Touche Ross, Management Consultants, for a job evaluation plan and consultant services, at a cost not to exceed \$70,000, including expenses, without further Board approval.

2. That Margaret Schneider be appointed Acting Middle School Consultant, for the period 1988 02 01 to 1989 06 30, with salary according to schedule.

ELEMENTARY/SECONDARY

1. (a) That the following teachers be appointed to the Probationary Staff, effective 1988 02 01, with salaries according to schedule:

Paul Brown
Roderick Browne
Anne Cliffe
Arthur Cseresnyes
Deborah Daca
Kathryn Dilar
Joy Goddard (4/6)
Gabrielle Keire (4/6)

Margaret Kiss
Rosemarie H. Mechel
Joan O'Hara (4/6)
George Pater
Helen Reio
Marylyn Richter
Marie Robbins
Bernadette Ryan

Mary Scoffield (4/6)
Ward Shipman
Edward Sober (4/6)

Jane Vince
Gail Williams (2/6)
Diane Zolinski (4/6)

(b) That the appointment of David Thomas to the Probationary Staff, approved at the January Meeting, be rescinded.

(c) That Alison Darling be returned from Leave of Absence and assigned teaching duties, effective 1988 02 01 (2/6).

(d) That the increase in timetable of the following teachers, effective 1988 02 01, be granted:

Catherine Attridge, from 5/6 to 6/6 (full time Sem. 1 and 2)
Katherine Dittrich, from 3/6 to 6/6 (full time Sem. 1 and 2)
Leanne MacKenzie, from 3/6 to 6/6 (full time Sem. 1 and 2)
Maureen McLeod, from 3/6 to 5/6 (full time Sem. 1 - 4/6 Sem. 2)
Zina Miller, from 3/6 to 5/6 (full time Sem. 1 - 4/6 Sem. 2)
Patricia Ormerod, from 3/6 to 6/6 (full time Sem. 1 and 2)
Sonia Rizzato, from 3/6 to 6/6 (full time Sem. 1 and 2)
David Waud, from 3/6 to 6/6 (full time Sem. 1 and 2)
Brenda Wisborg, from 3/6 to 6/6 (full time Sem. 1 and 2)

Respectfully submitted,

MARY CAYE CLARKE.
Chairman

Board Room,
1988 01 26.

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 02 11.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Barker, Clarke, Cunningham, Deans, Desmarais, Hicks, Kennedy, Lowe, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Superintendent of Finance and Treasurer), Sinclair (Manager, Personnel and Employee Relations), and Mrs. Rogers (Administrative Secretary).

The special "in-camera" meeting was called to order to interview the applicants on the short list for the position of Superintendent of Plant. The procedures relative to this selection were reviewed by the Chairman. The members agreed with these procedures.

Six candidates were then interviewed.

At the conclusion of the interviews, it was agreed the selection of the successful candidate would be made at an "in-camera" session of the regular meeting of the Board on 1988 02 18.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 02 18.

The Board met.

Present: Mrs. Ruth Van Horne (Chairman), Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Rielly (Associate Director of Education and Secretary, Pro Tem), Penner (Superintendent of Finance and Treasurer), McKague (Superintendent of Curriculum and Special Services), Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Forrester (Superintendent of Schools - Area One), Kelly (Superintendent of Schools - Area Two), Stockwell (Superintendent of Schools - Area Three), Ms. Gillie (Superintendent of Schools - Area Four), Rothwell (Superintendent of Schools - Area Five), Kennedy (Area Superintendent) and Mrs. Rogers (Administrative Secretary).

A presentation of "Jump Rope for Heart" by the Hamilton Hoppers' skip rope team, under the direction of Susan Kalbfleisch, was performed for the members.

In the absence of Mr. Krever, the following motion was adopted.

Moved by Canon Rogers, seconded by Mrs. Baskin: That Keith Rielly be Secretary Pro Tem. Carried.

A moment of silence was observed in memory of three staff members who have recently passed away — Jo-Ann Lloyd, an elementary teacher; Jennifer Watts, a lunchroom supervisor and Robert Patton, a caretaker.

Mr. Brian Whiteman was officially welcomed to his first Board meeting as trustee for Ward Two.

The minutes of the last regular meeting and special meeting were adopted as presented to the members.

A communication from the Ministry of Education confirming the eligibility of Gail Rappolt as Assistant Superintendent of Curriculum, and a letter of thanks from the Heart and Stroke Foundation for the memorial gift in tribute to the late Robert Patton were read to the members. These were received and ordered filed.

Committee reports were presented as follows:

Operations Management Committee (regular and special)—Mr. McMurrich

Personnel and Organization Committee—Mrs. Clarke.

Moved by Mr. McMurrich, seconded by Miss Detwiler: That the General Part of the report of the Operations Management Committee, and the special report, be adopted.

Moved in amendment by Miss Cunningham, seconded by Mrs. Bell: That clauses 1(a), (b), and (c) of the General section of the Operations Management Committee be postponed until June, 1988, and that during this time, the accommodation of French Immersion students for the City of Hamilton be reviewed by the Development Committee.

Trustee Cunningham assured the trustees and parents that her intention was not to be obstructive but it is time to evaluate the structural needs.

Trustee Rogers opposed the amendment citing the careful consideration that was given to the accommodation issues, as did Trustee Deans. Trustee Baskin believed the space is necessary and opposed the amendment as well. Trustee McMurrich recalled the review of French Immersion that has been done during the past five years and he did not support the amendment.

Trustee Vine spoke in favour of the amendment and felt an objective look should be taken for the youngsters in the area as well as the entire system. Trustee Bell also

supported the amendment and she did not want to have these two issues mixed together.

When Trustee Allen suggested the two issues in the motion be divided, the Chairman pointed out that French Immersion can be explored at a future meeting.

In closing debate on the amendment, Trustee Cunningham felt a review is in order.

The amendment was defeated.

Moved by Mrs. Clarke, seconded by Mr. Hicks: That clause 1(b) under General of the special report of the Operations Management Committee be referred back to the Operations Management Committee for further consideration.

Trustee Clarke reviewed the history of the portables on the R. A. Riddell site and the fact that the population in the area has now stabilized. Trustee Hicks felt all alternatives should be looked at and demountables may be a viable solution.

Trustee Deans suggested a policy be established relative to the Board's needs with respect to acquiring portables as opposed to demountables.

The amendment was then carried.

Trustee Hicks referred to clause 1(c) of the special report. He wanted the minutes to show that there was a commitment made to the families within the Ryckman's Corners area whereby the Board would be as flexible as possible with respect to busing.

Trustee Clarke understood that some of these families have already been inconvenienced three or four times.

Trustee Deans was opposed to clause (c) of the special report with regard to busing.

Trustee Hicks wanted to go on record as opposed to clause 11 of the regular report with regard to the designated smoking area for trustees.

The original report, as amended, was then adopted.

Moved by Mrs. Clarke, seconded by Mr. Whiteman: That the General Part of the report of the Personnel and Organization Committee be adopted. Carried.

The Chairman advised the members of an in-camera item for consideration at the conclusion of the Board meeting and, thereby, did not declare the business under general closed.

FRENCH LANGUAGE

Presentation of Report—Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Education Council be adopted. Carried.

ELEMENTARY/SECONDARY

A communication from the Ministry of Education confirming the eligibility of Patricia Gillie as Superintendent of Schools, and a note of thanks for the expression of sympathy from Audrey Lloyd were read to the members. These were received and ordered filed.

Moved by Mr. McMurrich, seconded by Canon Rogers: That the Elementary/Secondary Part of the report of the Operations Management Committee, and the special report, be adopted.

Moved in amendment by Mrs. Baskin, seconded by Mr. Hicks: That clause 2 of the regular report of the Operations Management Committee be deleted, and that it be replaced with the following: That the request of the Hamilton Philharmonic Youth Orchestra for funds in the amount of \$2,700 to help defray the cost of 27 students participating in the Canadian Festival of Youth Orchestras in Banff, Alberta in April 1988 be granted.

The members' attention was drawn to the fact that there are 27 students instead of 24 students, resulting in \$2,700.

Trustee Baskin urged support of the amendment, as the Board should encourage its musicians.

Trustee Hicks recalled the remarks on setting a precedent, but he felt this is an opportunity to promote the Board. Trustee Allen supported the amendment, as this is not a typical school trip.

Trustee Vine did not support the amendment, and while there is no doubt it is an excellent educational experience, the Board provides the Conductor for the orchestra. She agreed criteria should be established for future requests, but the Board should say no to this particular request.

Trustee Kennedy did not support the amendment as the Board has to show some restraint but Trustee Whiteman felt this amount of money should be provided for these children.

The amendment was then put to a vote and was adopted.

Moved in amendment by Mr. Hicks, seconded by Mrs. Deans: That item 1 from the addenda of the Operations Management Committee be lifted and added to the report.

Speaking to the amendment, Trustee Hicks highlighted details of the OFSAA hockey finals whereby there is financial support from the City if the Board does the same. Individual requests should be looked at, and where possible, the Board must show its support. As seconder of the amendment, Trustee Deans saw this as an excellent opportunity for students to play hockey at the Coliseum.

Trustee Bell saw this as a unique event, and she urged the trustees to support the amendment.

Trustee Detwiler agreed the event is worthwhile, but she did not support the amendment as it will open doors to other requests.

Trustee Clarke felt the Board's support would be encouraging to the youth in the City, and she supported the amendment, but she agreed the trustees should look at a policy to cover requests such as this.

In closing debate, Trustee Hicks emphasized this support goes beyond the taxpayers' dollars as it would be a positive commitment from the Board.

The amendment was then adopted. The original report, as amended was also adopted.

Moved by Mrs. Clarke, seconded by Mrs. Vine: That the Elementary/Secondary part of the report of the Personnel and Organization Committee be adopted. Carried.

The Board then met in an in-camera session to consider the short list for appointment of the Superintendent of Plant.

Moved by Mrs. Bell, seconded by Miss Cunningham: That this in-camera session of the Board resolve into a Committee-of-the-Whole. Carried.

Moved by Mrs. Clarke: That Trustee Joseph Rogers be Chairman of the Committee-of-the-Whole. Carried.

Trustee Rogers assumed the Chair.

After some discussion on the procedures, the members agreed to the following:

Moved by Mrs. Van Horne: That the references and background information on the three applicants on the short list for the position of Superintendent of Plant be heard by the members of the Board. Carried.

The references for the three candidates were then read to the trustees.

Moved by Mrs. Vine: That Mr. Robert T. Orlando be appointed to the position of Superintendent of Plant, at a starting salary of \$75,092 per annum, effective 1988 03 21, with a one year probationary period, subject to his acceptance of the Board's offer of employment. Carried.

Moved by Mrs. Vine: That the Committee-of-the-Whole now be dissolved and return to the meeting of the Board. Carried.

The Chairman then resumed the Chair.

Moved by Canon Rogers, seconded by Mrs. Baskin:
That the report of the Committee-of-the-Whole be adopted.
Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE EDUCATION COUNCIL

Present: H. Paquin (Chairman). Trustees Barker and Desmarais.

Officials Present: J. Singer (Deputy Administrator - Buildings), R. Lavoie (Superintendent of Schools - French-as-a-First-Language), S. Wilson (Supervisor of Transportation).

The Council recommends:

1. That the following recommendations of the Director of Education be approved:

(a) That the effective dates of the appointment of Gregory Loughheed to the Occasional Staff, approved at the January Meeting, be changed to 1987 12 03 to further notice.

(b) That the extension of Brigitte Begin's appointment to the Occasional Staff, approved at the January Meeting, be rescinded.

(c) That the timetable of Brigitte Begin be increased from 3/6 to 6/6 (full time Semester 1 and 2), effective 1988 02 01.

Respectfully submitted,

HUBERT PAQUIN,
Chairman

Committee Room,
1988 02 02

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Robert McMurrich (Chairman); Trustees Deans, Desmarais, Detwiler, Lowe, Rogers and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Hicks, Kennedy, Mulholland, Paquin and Whiteman.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. J. Penner (Superintendent of Finance and Treasurer), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Mr. J. Singer (Deputy Administrator - Buildings), Mr. J. Forrester (Superintendent of Schools - Area One), Mr. F. Kelly (Superintendent of Schools - Area Two), Mr. A. Stockwell (Superintendent of Schools - Area Three), Ms. P. Gillie (Superintendent of Schools - Area Four), Mr. D. Rothwell (Superintendent of Schools - Area Five), Mr. O. Jackson (Supervisor - Research Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations from the Director's Accommodation Report - 1987/1988 be approved:

(a) That the proposed renovation program at Fairfield and Robert Land schools at an estimated cost of one million dollars, be approved for 1988.

Clause (b) referred back by Board.

(b) That \$115,000 be spent from Capital Reserves on replacing the 4 oldest portables at R. A. Riddell.

(c) That beginning in the school year 1988, there be no busing to Westwood or Westview from east of Upper James Street.

(d) That a portable classroom be placed at Bennetto for the school year 1988-1989.

ELEMENTARY/SECONDARY

1. That the following recommendations from the Director's Accommodation Report - 1987/1988 be approved:

(a) That Grade 5 students from Holbrook and Seneca attend Grade 6 at Chedoke Middle School, as of September, 1988.

(b) That Grade 6 students from Gibson attend Grade 7 at Prince of Wales rather than Tweedsmuir Middle School.

Respectfully submitted,

ROBERT McMURRICH,
Chairman

Board Room,
1988 02 03

ADDENDA

The following motions were considered at the special meeting of the Operations Management Committee on Wednesday, 1988 02 03 and were LOST:

ELEMENTARY/SECONDARY

1. That Grade 5 students from Holbrook and Seneca attend Grade 6 at Chedoke, Westview or R. A. Riddell Elementary Schools.

2. That Grade 2 students at Holbrook (S.A.M.) attend Grade 3 at Holbrook as of September, 1988.

REPORT OF THE OPERATONS MANAGEMENT COMMITTEE

THIRD REPORT

Present: Robert McMurrich (Chairman), Trustees Deans, Desmarais, Detwiler, Lowe, Rogers and Van Horne.

Also Present: Trustees Allen, Baskin, Barker, Bell, Clarke, Cunningham, Hicks, Kennedy, Mulholland, Paquin, Vine and Whiteman.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. J. Penner (Superintendent of Finance and Treasurer), Mr. J. Singer (Deputy Administrator - Buildings), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Mr. J. Forrester (Superintendent of Schools - Area One), Ms. P. Gillie (Superintendent of Schools - Area Four), Mr. D. Rothwell (Superintendent of Schools - Area Five), Mr. B. Adams (Supervisor - Special Education), Mr. O. Jackson (Supervisor - Research Services), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

1. That the following recommendations regarding accommodation at George R. Allan be approved:

(a) That four new permanent classrooms be added and renovations be made to G. R. Allan Elementary School, to be completed December, 1988.

(b) That one portable classroom be placed at G. R. Allan, September, 1988.

(c) That we continue to rent space at Temple Anshe Sholom until the space required at G. R. Allan is available from the construction.

2. That the following recommendation regarding Buchanan Park be approved:

(a) That a new resource centre be constructed for Buchanan Park for September, 1989 by expanding the existing library into

classroom No. 2 at a cost of \$20,000 and the addition of portables at a cost of \$25,000 per portable unit.

3. That the officials continue to review the Board's vacant and undeveloped properties and bring recommendations on surplus properties to be sold on a periodic basis.

4. That the payment of the solicitor's fee in the amount of \$17,741.50 to cover the period September 1, 1987 to December 31, 1987 be approved.

5. That the following recommendation of the Director of Education be approved as presented to the members:

(a) That the 1988 Trusteeship of \$3,000 be paid to the Hamilton District Science and Engineering Fair.

6. That the Board of Education for the City of Hamilton send a letter to City Hall requesting that for the 1988 Municipal Election, the two wards with the greatest number of public school electors be increased to three trustees with the remaining wards having two trustees; in the event the legislation in its present form passes.

7. That the 1988 membership fee of \$30,215.66 be paid to the Association of Large School Boards in Ontario.

8. That \$15,000 be put in the budget for the purchase of materials and supplies for the construction of a new portable at Barton Secondary School.

9. That the offer of \$332,500 from Mission Services of Hamilton Inc., for the purchase of McIlwraith School and site be accepted.

10. That all present trust funds of the Board of Education for the City of Hamilton be transferred to the Board of Education for the City of Hamilton Foundation, effective 1988 01 01.

11. That the Trustees' office be a designated smoking area during Board and committee meetings.

12. That the following report of the Special Education Advisory Committee be approved:

(a) That the Special Education Advisory Committee supports the recommendations presented in the "Review of the Gifted Program" report.

(c) That the Accommodation Committee continue to take into account the need for special education students to remain as much as possible in the same family of schools and with the same peer group.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members:

(a) That the following trip requests be approved:

(i) Delta, Grades 10-13, Upper Canada College, Toronto, 1988 02 15-16 (Monday to Tuesday).

(ii) Delta, Grades 9-13, Band Members, Montreal, Quebec, 1988 04 28-30 (Thursday to Saturday).

(iii) Hill Park, Grades 11-13, Outdoor Education, Killarney Provincial Park, 1988 05 27-30 (Friday to Monday).

(iv) Scott Park, Grades 9-13, Kissing Bridge/Bristol Mountain, N.Y., 1988 02 24-25 (Wednesday to Thursday).

(v) Scott Park, Sr. History, Washington, D.C., 1988 05 12-15 (Thursday to Sunday).

(vi) Sherwood, Gifted Students, Upper Canada College, Toronto, 1988 02 14-16 (Sunday to Tuesday).

(vii) Adelaide Hoodless, Grade 6, Outdoor Education, Camp Wanakita, 1988 06 12-15 (Friday to Monday).

(viii) Cardinal Heights, Grade 8, Quebec City, Quebec, 1988 02 17-20 (Wednesday to Saturday).

(ix) Elizabeth Bagshaw, Grade 7, Ottawa, 1988 05 11-13 (Wednesday to Friday).

(x) Elizabeth Bagshaw, Grade 8, Outdoor Education, Camp Wanakita, 1988 06 15-18 (Wednesday to Saturday).

(xi) G. L. Armstrong, Grade 8, Ottawa, 1988 06 01-03 (Wednesday to Friday).

(xii) Westview, Grade 7, Outdoor Education, Camp Arowhon, Algonquin Park, 1988 06 14-17 (Tuesday to Friday).

(xiii) Sherwood, Grades 9-13, Outdoor Education, Mount St. Louis/Moonstone, 1988 02 23 (Tuesday).

(xiv) Westdale, Grades 11-13, Moonstone, 1988 03 08 (Tuesday).

(xv) Chedoke, Grade 8, Ottawa, 1988 05 25-27 (Wednesday to Friday).

(xvi) Chedoke, Grade 8, Quebec City, Quebec, 1988 05 25-28 (Wednesday to Saturday).

(xvii) Memorial, Grades 7 & 8, History, Niagara Falls, Ontario, 1988 06 13-15 (Monday to Wednesday).

(b) That up to \$6,000 be approved as bridge money until grant approval is received for the computer co-ordinators at the Robert Land and Parkdale Community Schools.

Clause 2 deleted by Board

2. That no action be taken on the request of the Hamilton Philharmonic Youth Orchestra for funds in the amount of \$2,400 to help defray the cost of 24 students participating in the Canadian Festival of Youth Orchestras in Banff, Alberta in April 1988.

Clause 2 replaced with the following:

2. That the request of the Hamilton Philharmonic Youth Orchestra for funds in the amount of \$2,700 to help defray the cost of 27 students participating in the Canadian Festival of Youth Orchestras in Banff, Alberta in April 1988 be granted.

3. That the Board of Education for the City of Hamilton contribute \$3,000 towards the rental of Copps Coliseum for the OFSAA Hockey Finals to be held on March 26, 1988.

Respectfully submitted,

ROBERT McMURRICH,
Chairman.

Board Room,
1988 02 09.

ADDENDA

The following motions were considered at the February meeting of the Operations Management Committee and were LOST:

GENERAL

1. That the following recommendation from the report of the Special Education Advisory Committee be approved:

(b) That the Special Education Advisory Committee appoint a representative to sit on the Accommodation Committee.

ELEMENTARY/SECONDARY

Clause 1 lifted to become clause 3 of report

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

THIRD REPORT

Present: Mary Caye Clarke (Chairman); Trustees Bell, Hicks, Mulholland, Paquin, Whiteman and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, McMurrich, Rogers and Vine.

Present: A. J. Krever (Director of Education and Secretary), K. Reilly (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), D. B. Sinclair (Manager, Personnel and Employee Relations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Superintendent of Curriculum, Special and Educational Services [designate]), J. Forrester (Superintendent of Schools - Area 1), P. Gillie (Superintendent of Schools - Area 4), D. Rothwell (Superintendent of Schools - Area 5), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved.

(a) That the following clauses be referred to the 1988 Budget Review process:

(i) That the position of Safety Clerk - Personnel (Category B2 - maximum \$375.00 per week), be increased from a part-time .5 position to a full-time position, effective 1988 05 01.

(ii) That the position of Caretaking Clerk - Buildings (Category B2 - maximum \$375.00 per week), be increased from a part-time .5 position to a full-time position, effective 1988 05 01.

(iii) That the position of Kit Services Clerk - Science (Kit Services), (Category A-B - maximum \$360.00 per week), be established, as a 10-month position, effective 1988 05 01.

(b) That the resignations of the following Supervisors, who are retiring on superannuation, effective 1988 06 30, be accepted with regret, and that the Board's retirement gratuity be paid to each:

John Nugent (Visual Arts)
Jason Wong (History)

(c) That the resignation of Russell Patterson, Secondary School Foreman, for the purpose of retirement, be accepted with regret effective 1988 06 30, and that the Board's retirement gratuity be paid.

(d) That the resignations of the following persons, from the Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective as shown, and that the Board's retirement gratuity be paid to each:

George Davidson, 1988 05 27 (secondary)
Dick L. Vandermaarel, 1988 06 30 (secondary)
John Crawford, 1988 06 30 (secondary)
Arthur Pougher, 1988 06 30 (elementary)

(e) That the resignation of Lillian R. Macklem, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 06 30, and that the Board's retirement gratuity be paid. (elementary)

(f) That the resignation of Evelyn Curnew, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 01 21. (elementary)

(g) We regret to announce the death of Robert A. Patton, Caretaker, on 1988 02 01. (elementary)

(h) That the following vacation entitlement, which is enjoyed by other employee groups, be extended to the Administrative Staff, effective the 1988 vacation year:

5 weeks vacation after 19 years' service
6 weeks vacation after 25 years' service

2. That the Board of Education for the City of Hamilton advertise internally and externally for the replacement of the Director of Education and Secretary of the Board.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved.

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Paul Clark, 1988 02 01 to 1988 05 27 (secondary)
Biruta Kwapisinski, 1987 11 06 to 1987 12 18 (elementary)
Joyce E. Laidlaw, 1988 02 15 to 1988 06 30 (elementary)
Mary Lindsay, 1988 01 20 to 1988 05 17 (elementary)
Diane Lumsden, 1988 02 29 to 1988 04 29 (elementary)
David O'Connor, 1988 01 06 to 1988 02 19 (elementary)
Margaret E. Plant, 1988 01 04 to 1988 02 03 (elementary)
Maryellen Reilly, 1988 02 22 to 1988 06 30 (elementary)
B. Lynn Shedden, 1987 12 15 to further notice (elementary)
Roy Vallinga, 1987 11 19 to further notice (elementary)

(b) The the effective dates of Carolyn MacCallum's appointment to the Occasional Staff, approved at the January Meeting, be changed to 1988 01 04 to 1988 06 30 (.5). (elementary)

(c) That the term of Joyce Stewart, Primary Consultant, be extended from 1988 01 01 to 1989 12 31.

(d) That Linda Lee be appointed to the probationary Elementary School Clerical and Secretarial Staff, (.5), (Category B2 - maximum \$375.00 per week), effective 1988 01 25, with salary according to the salary schedule.

(e) That Susan Guyatt, Elementary School Clerical and Secretarial Staff, be promoted to the position of Elementary School Secretary (Category C - maximum \$408.00 per week), effective 1988 01 25, with salary according to the salary schedule.

(f) That the resignation of Charles Scott, Principal, who is retiring on superannuation, effective 1988 06 30, be accepted with regret, and that he receive the Board's gratuity. (elementary)

(g) That the resignations of the following teachers, who are retiring on superannuation effective 1988 06 30, be accepted with regret, and that each receive the Board's gratuity:

Beverly Allan (elementary)
William A. Foster (secondary)

Joseph Glassco (secondary)
Marion E. W. McKague (elementary)
Doris Rundle (secondary)
Joseph Sojnocki (secondary)
Gwyneth Steinnagel (secondary)
Joseph Wojcik (secondary)
Reginald Woodworth (secondary)

(h) That the resignation of Debra J. Baker, Secondary School Clerical and Secretarial Staff, be accepted effective 1988 01 06.

(i) That the Release of Contract requested by Charles Mickle, who is retiring on superannuation, effective 1988 03 21, be granted, and that he receive the Board's gratuity. (secondary)

(j) That Angela Mouriopoulos be returned from Leave of Absence and assigned teaching duties, effective 1988 01 26 (.5). (elementary)

(k) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with the conditions governing Maternal Leave:

H. Anne McFarlane, 1988 03 01 to 1988 06 27 (elementary)
Lillian Somerville, 1988 02 29 to 1988 04 29 (elementary)
Elizabeth Unruh, 1988 02 01 to 1988 05 27 (secondary)

(l) That Mary Lou Matteucci, Elementary School Clerical and Secretarial Staff, be granted a Maternal Leave of Absence, effective 1988 03 28, in accordance with the Employment Standards Act.

(m) That the effective dates of the Maternal Leave of Absence granted to Cathy Court at the January Meeting, be changed to 1988 01 20 to 1988 05 17. (elementary)

(n) That the request of Mavis Brown for a Personal Leave of Absence, effective 1988 05 16 to 1988 06 30, be granted. (elementary)

(o) That the request of Sylvia Lennon for a Personal Leave of Absence, effective 1989 02 01 to 1989 08 31, be granted. (secondary)

(p) That the request of Katherine Coltart for a Personal Leave of Absence, effective 1988 09 01 to 1989 08 31, be granted. (secondary)

(q) That Ann Day, Educational Assistant Staff, be granted a Personal Leave of Absence, effective 1988 01 25 until 1988 06 30.

(r) That the Leave of Absence granted to Gail Rappolt at the March 1987 Meeting, effective 1988 02 01 to 1988 08 31, be rescinded.

(s) That the timetable of Lori Firstbrook be increased from .5 to 1.0, effective 1988 01 12 until further notice. (elementary)

(t) That the request of George Omorean for overseas exchange with a teacher from Australia for the period 1989 01 01 to 1989 12 31, be approved subject to the condition that a suitable exchange teacher from Australia can be arranged through the Ministry of Education. (secondary)

(u) We regret to announce the death of Jo-Ann Lloyd, Teacher, on 1988 01 16. (elementary)

(v) That the following teachers be appointed to the Probationary Staff, effective 1988 02 22, with salary according to schedule:

Sophie Krausz (elementary)

Biruta Kwapisinski (elementary)

(w) That the effective dates of the appointment of Charmain Sebestyen to the Occasional Staff, approved at the December, 1987 meeting, be changed to 1987 11 30 to 1988 04 05 (.5) (elementary).

Respectfully submitted

Board Room,
1988 02 09

MARY CAYE CLARKE,
Chairman

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 02 24

The Board met.

Present: Mrs. Ruth Van Horne (Chairman), Trustees Allen, Barker, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Superintendent of Finance and Treasurer), Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Kelly (Superintendent of Schools - Area Two), Stockwell (Superintendent of Schools Area Three), Ms. Gillie (Superintendent of Schools - Area Four), Rothwell (Superintendent of Schools - Area Five), Lavoie (Superintendent of Schools - French as a First Language) Kennedy (Area Superintendent), Sinclair (Manager, Personnel and Employee Relations), Shewfelt (Manager, Accounting and Budget) and Mrs. Rogers (Administrative Secretary).

The special "in-camera" meeting of the Board was called to order by the Chairman to consider the decision by Cabinet which upheld the findings made by Mr. S. Goudge, Tribunal, regarding the transfer of Sir Winston Churchill Secondary School and Southmount Secondary School to the Hamilton-Wentworth Roman Catholic Separate School Board. Mrs. Van Horne asked the Board's indulgence as to whether it would allow a presentation to be made by Maureen O'Hare, the spokesperson for the parents at Sir Winston Churchill Secondary School, and Miss Lisa Wylie, President of the Student Council and Mr. Dale Durant, Vice President of the Student Council at Sir Winston Churchill Secondary School.

Moved by Mrs. Deans, seconded by Canon Rogers: That presentations from the Parents' Advisory Committee and the Student Council from Sir Winston Churchill

Secondary School be permitted before this special meeting of the Board. Carried.

The in-camera meeting then became public. Mr. Dave Allen from O.S.S.T.F. joined the meeting as an observer, as well as Mr. Donald Roppel, Principal, Sir Winston Churchill Secondary School.

The spokesperson for the Parents' Advisory Committee, Maureen O'Hare, gave the first presentation. In fighting for the preservation of Sir Winston Churchill Secondary School, the Parents' Advisory Committee recommends:

- the transfer of Churchill to Delta take place in September 1989,
- all programs presently available at Churchill be guaranteed upon transfer to Delta,
- a busing policy be prepared for secondary schools,
- the Board to assume transportation expenses for students requiring transportation to Delta, and
- that Delta be shared, thereby allowing the name and spirit of Sir Winston Churchill Secondary School to be preserved.

Trustee Rogers was impressed with the requests, but Trustee Allen wondered if the Parents' Group looked at any other schools in the system. Mrs. O'Hare felt that a move to Delta would be in the best interests of the system.

Trustee Barker asked if it was desirable to keep the students together, and Mrs. O'Hare replied yes.

Mrs. O'Hare was thanked for her presentation.

The representatives from Sir Winston Churchill Secondary School student council, Lisa Wylie and Dale Durant, then reviewed the concerns of the students from Churchill such as the outcome for graduates, the trainable retarded classes currently integrated at the school, the peer helper programme, the availability of courses, busing, and the Sir Winston Churchill bulldog.

Trustee Whiteman asked if there is any dissention towards the separate school board students, and Miss Wylie replied it is not much of a problem, and although there is anger, the students realize it is not their fault. Trustee

Whiteman urged the representatives to maintain this attitude.

Miss Wylie and Mr. Durant were thanked for the presentation. The Chairman commended all the representatives for their actions during this time.

The special meeting of the Board then returned to an "in-camera" meeting.

Moved by Mrs. Barker, seconded by Mr. Hicks: That this special "in-camera" meeting of the Board resolve into a Committee-of-the-Whole. Carried.

Moved by Mr. Mulholland: That Trustee Margaret Cunningham be Chairman of the Committee-of-the-Whole. Carried.

Trustee Cunningham assumed the Chair.

Moved by Canon Rogers: That the Board of Education for the City of Hamilton commence an action in the Courts to appeal the Decision of Cabinet.

Trustee Hicks requested the record to show that he wants an appeal to support Churchill, but not effect the proposed use of Southmount.

The motion was adopted.

Moved by Canon Rogers: That the Committee-of-the-Whole now be dissolved and return to the special "in-camera" meeting of the Board. Carried.

Trustee Van Horne then resumed the Chair.

Moved by Miss Cunningham, seconded by Canon Rogers: That the report of the Committee-of-the-Whole be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 03 17

The Board met.

Present: Mrs. Ruth Van Horne (Chairman): Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Krever (Director of Education and Secretary) Rielly (Associate Director of Education), Penner (Superintendent of Finance and Treasurer), Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Shewfelt (Manager, Accounting and Budget), Sinclair (Manager, Personnel & Employee Relations), Rothwell (Superintendent of Schools - Area Five), Ms. Rappolt (Assistant Superintendent of Curriculum) and Mrs. Rogers (Administrative Secretary).

The Chairman asked for confirmation of the minutes of the last regular and special meetings.

The minutes of the last regular meeting of 1988 02 18 and special meetings of 1988 01 26, 1988 02 11 and 1988 02 24 were adopted as presented to the members.

Mrs. Deans asked if a reply had been received from City Hall regarding this Board's letter with respect to the 1988 Municipal Elections and Mr. Krever replied to date, the Board has not received any correspondence concerning this matter.

A communication from the Patton Family for the Board's expression of sympathy; a letter of congratulations from Councillor Geraldine Copps regarding the Board's services provided to accommodate physically disabled students and a letter of thanks from Elizabeth LaHay for sponsoring her trip to Ottawa were read to the members. These were received and ordered filed.

A letter was received from the Central Area Implementation Committee requesting a replacement for Trustee Webb. Mrs. Van Horne asked the members to consider this request and a representative could be appointed at a future Board meeting.

Mrs. Van Horne also mentioned there were some Trustees who were concerned the Board was not receiving support from other Boards nor the community in general to its position regarding Sir Winston Churchill and the extension of funding. Mrs. Van Horne wanted to assure the members she has received quite a bit of correspondence from other Boards of Education, individual parents across the City as well as other communities. If the members were interested, she has a file of correspondence they may wish to peruse.

Mrs. Baskin gave notice she would move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

WHEREAS the Development Committee proposed by the Consultants' report has not met for three months, and

WHEREAS the Trustees serving on that committee have no method of making motions except at the monthly Board meeting,

THEREFORE BE IT RESOLVED that the Trustees serving on the Development Committee be reassigned to one of the other two major committees until such time as the Board is ready to revise its rules and regulations.

Mrs. Baskin gave notice that she would move or cause to be moved at the next meeting of the Board of Education or special meeting called for the purpose, the following motion:

WHEREAS the Trustees of the Hamilton Board of Education have undertaken a massive reorganization of the board, and

WHEREAS the Budget Review Committee is currently preparing a budget for the year 1988, and

WHEREAS the reorganization involves increases in personnel, renovations and purchase of equipment, and

WHEREAS only one-third of the costs for personnel will appear in the 1988 budget while two-thirds of the costs will be carried over into the 1989 budget,

THEREFORE BE IT RESOLVED that the Trustees be furnished with a breakdown of major dollar increases shown in Line 1 (Salaries and Wages) under Functions 010 (Business Administration), 011 (General Administration) and 032 (Instructional Supervision) as they relate to the staffing report included in the budget package. This breakdown should include both 1988 and 1989 costs to the Board, and

The Trustees be furnished with the total 1988 and 1989 budget bottom lines which relates exclusively to the implementation of reorganization, and

The Trustees be furnished with the total 1988 and 1989 budget bottom lines excluding the costs of reorganization.

Mrs. Baskin gave notice that she would move or cause to be moved at the next meeting of the Board or special meeting called for the purpose, the following motion:

WHEREAS the Education Act, May, 1987 is quite specific about the Governance of French Language Instruction, Section 277c-277za, and

WHEREAS Section 277 m(1) lists matters within the exclusive jurisdiction of the French Language Section of the Board and Section 277 m(2) lists matters outside of the jurisdiction of the French Language Section of the Board as follows:

Section 277m(2)	Education	Chap. 129	287
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(2) The following matters are outside the jurisdiction of the French-language section of a board and its members:

1. The planning and establishment of schools that are not French-language instructional units, including the	Excluded Matters
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preparation and submission of capital expenditure forecasts to the board for submission to the Ministry in respect of such schools.

2. The administration and the closing of schools that are not French-language instructional units.

3. The planning, establishment, implementation and maintenance of programs and courses for pupils enrolled in a school or class that is not a French-language instructional unit.

4. The recruitment and assignment of teachers and administrative and supervisory personnel for schools and classes mentioned in paragraph 3.

5. Entering into agreements under section 159 (provision of accommodation or services to another board), 161 (furnishing or obtaining education for pupils), 162 (public and separate school boards), 163 (furnishing or obtaining secondary school education for pupils), or 165a (adult basic education) in respect of pupils in a school or class that is not under Part XI, and

WHEREAS the Act further states in Section 277o:

Duty of
Board

277o. --(1) Every board shall ensure that matters that are within the exclusive jurisdiction of the French-language section of the board are provided for when the board prepares and adopts its estimates and when the board allocates its estimated revenues, and

WHEREAS beginning in 1989 a formula for allocation of resources is laid out in Section 277n:

277n. --(1) This section applies to every board that has a French-language section under this Part.

Application

(2) This section applies in respect of the year 1989 and every subsequent year.

Idem

(3) After the estimates of the board in respect of a year are approved or adopted, as the case requires, the board shall allocate the amounts of its estimated revenues for the year as follows:

Allocation
of estimated
revenues

1. Firstly, to the specific educational programs or specific schools or classes that generated a portion of the estimated revenues, in amounts equal to the amounts generated.

2. Secondly, to the centralized services of the board, in amounts equal to the amounts set out for the centralized services in the estimates.

3. Thirdly, to all the schools and classes operated by the board.

(4) The board shall allocate the estimated revenues under paragraph 3 subsection (3) to the schools and classes that are French-language instructional units in the ratio that the average daily enrolment in those schools and classes is to the average daily enrolment of the board in all schools and classes mentioned in the paragraph.

Schools
and
Classes

(5) The board shall allocate the estimated revenues under paragraph 3 subsection (3) to the balance of the schools and classes that are not French-language instructional units in the ratio that the average daily enrolment of the board in all schools and classes mentioned in the paragraph.

Balance
of schools

Definition

(6) In this section, "centralized services" means,

(a) salaries, benefits and professional development of employees but excluding employees whose recruitment and assignment is specified in this Part as either within the exclusive jurisdiction of the French-language section of the Board or outside the jurisdiction of the French-language section of the board and its members;

(b) normal maintenance of and operational services and equipment required for school sites;

(c) school supplies other than instructional and learning materials;

(d) transportation of pupils to and from school and from school to school;

(e) allocation to reserve funds and the reserve for working funds;

(f) establishment and maintenance of the head office of the board, including services operated therefrom;

(g) permanent improvements other than the replacement for schools and classes of furniture, furnishings, library books and instructional equipment and apparatus; and

(h) expenditures that are not within clauses (a) to (g) but that are approved from time to time by the board. 1986, c. 29, s. 11, part, and

WHEREAS the 1988 budget contains many items, particularly personnel costs which carry over to the 1989 budget since only 33% of new salaries are listed in any new year

THEREFORE BE IT RESOLVED THAT

(a) The Research Department conduct a survey of Ontario school board practices in regard to the structuring

of agendas in regard to jurisdiction of the French Language Education Council, and

(b) The annual budget be divided into three parts as follows:

(i) The French Language Education Council

(ii) The Public School

(iii) Joint

Trustee Deans gave notice that she would move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

WHEREAS the demand for student space in the upper city continues to expand and the present space available will not meet this demand; and

WHEREAS the Board of Education will have to erect new schools and/or additions to the existing schools; and

WHEREAS a definite pattern has been proven, namely schools are built, they reach a peak of student enrolment and, ultimately, they decline; and

WHEREAS it is necessary for the Board to develop a consistent approach to planning and erection of school space:

THEREFORE BE IT RESOLVED THAT the administration develop a general specifications guideline for the building of junior elementary schools which will address a core design (including size) and guidelines for the provision of portapacks and individual portables taking into consideration the period of time that these will be in use at a given site.

Committee reports were presented as follows:

Operations Management Committee - Canon Rogers

Personnel & Organization Committee - Mrs. Clarke

Moved by Canon Rogers, seconded by Miss Detwiler: That the general part of the report of the Operations Management Committee be adopted.

Moved in amendment by Mrs. Lowe, seconded by Miss Cunningham: That clause 13 (a) of the general section of the Operations Management Committee be referred to the Budget Review Committee. Carried.

Mrs. Bell asked that clause 5 (a), (b), (c) be dealt with separately.

Regarding clause 11, Mrs. Deans commended the officials for bringing forth this AIDS policy and the Trustees for accepting the policy.

Mrs. Baskin wanted to go on record as opposing the amendment to clause 13 (a).

Canon Rogers' motion, as amended, with the exception of clause 5, (a), (b) and (c) was adopted.

Moved by Canon Rogers, seconded by Miss Detwiler: That clause 5 (a), (b) and (c) of the general section of the Operations Management Committee be adopted.

Mrs. Bell wanted to go on record as not taking part in any debate nor discussion for clauses 5 (a), (b), and (c).

The motion was then adopted.

Moved by Mrs. Clarke, seconded by Mrs. Barker: That the general part of the report of the Personnel & Organization Committee be adopted.

Mr. Whiteman wished to declare a possible Conflict of Interest, and, therefore, he abstained from voting.

The motion was then adopted.

Moved by Mrs. Bell, seconded by Mrs. Barker: That "Education Update" - the Director's Annual Report be approved as presented to the members. Carried.

FRENCH LANGUAGE

Committee report was presented as follows:

French Language Education Council - Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais:
That the report of the French Language Education Council
be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Canon Rogers, seconded by Mrs. Deans:
That the Elementary/Secondary part of the report of the
Operations Management Committee be adopted.

Mrs. Bell wished to abstain from voting on clause 1 (f),
(i), (j) and (k).

The motion was adopted.

Moved by Mrs. Bell, seconded by Mrs. Deans: That the
Elementary/Secondary part of the report of the Personnel &
Organization Committee be adopted.

Mrs. Clarke requested clause 1 be dealt with separately.

Clauses 2 and 3 of the Elementary/Secondary part of
the report of the Personnel & Organization Committee were
adopted.

Moved by Mrs. Bell, seconded by Mrs. Deans: That
clause 1 of the Elementary/Secondary section of the
Personnel & Organization Committee be adopted.

Mrs. Clarke declared a Conflict of Interest pertaining
to clause (1) and stated she would abstain from voting,
debating and discussing the issue.

The motion was then adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: H. Paquin (Chairman), Trustees Barker and Desmarais.

Officials Present: J. Penner (Superintendent of Finance and Treasurer), J. Singer (Deputy Administrator - Buildings), P. Shewfelt (Manager, Accounting and Budget), R. Lavoie (Superintendent of Schools - French As A First Language), G. Rutledge (Budget Supervisor), S. Wilson (Supervisor of Transportation)

The Council recommends:

1. That the following recommendation of the Director of Education be approved:

(a) That the following trip request be approved provided funding is available from the Ministry as per the application sent:

(i) G. P. Vanier, Grades 9-13, Hockey Tournament, Ottawa, 1988 04 07-10, (Thursday to Sunday)

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1988 03 01.

REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE

FOURTH REPORT

Present: Robert McMurrich (Chairman), Trustees Deans, Detwiler, Lowe, Rogers and Van Horne.

Also Present: Trustees Baskin, Clarke, Cunningham, Kennedy, Mulholland, Vine and Whiteman.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. J. Penner (Superintendent of Finance and Treasurer), Mr. J. Singer (Deputy Administrator - Buildings), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Mr. J. Forrester (Superintendent of Schools - Area One), Ms. P. Gillie (Superintendent of Schools - Area Two), Mr. A. Stockwell (Superintendent of Schools - Area Three), Mr. D. Rothwell (Superintendent of Schools - Area Five), Mr. R. Lavoie (Superintendent of Schools - French as a First Language), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. B. Harkness (Supervisor - Computer Studies), Mr. O. Jackson (Supervisor - Research Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation regarding Thornbrae School be approved:

(a) That students of families with no present attachment to Thornbrae School and living south of Stone Church Road and east of Upper Gage Avenue (Blocks 90, 91, 92, east half of 97 and 98) be bussed to Huntington Park School, effective March 18th, 1988.

2. That the following recommendation regarding the construction of a new elementary school be approved:

(a) That a new school to accommodate a minimum of 400 students be built in Block 79 or Block 89 as quickly as possible to accommodate residents of Block 79 and Block 89.

3. That the following recommendation regarding accommodation at Thornbrae School be approved:

(a) That one additional portable be added to Thornbrae to accommodate the growth in Block 89 pending the completion of the new school in Block 79 or 89.

4. That the following recommendation regarding Comley School be approved:

(a) That subject to a review at the time, Comley Elementary School be closed on the opening of a new school to be built in Block 79 or 89.

5. That the following recommendations of the Director of Education be approved:

(a) That 3 applications to Employment and Immigration Canada (Work Orientation Workshops) (programme for potential dropouts) to provide work experience and to promote a stronger relationship and better understanding between the private employment sector and the educational system, at no cost to the Board be approved.

(b) That a grant application in the amount of \$3,504.00 to Employment and Immigration Canada (Challenge '88) for the Computer Studies Department to hire 2 students for 11 weeks (35 hours/week) to assist with clerical duties and computer applications commencing on June 20, 1988 at a cost of \$326.00 to the Board, be approved.

(c) That a grant application in the amount of \$2,230.00 to Employment and Immigration Canada (Challenge '88) for the Cooperative Education Department to hire 1 student for 14 weeks (35 hours/week) to assist in the development of new training stations, in the community commencing May 30, 1988 at a cost of \$207.00 to the Board, be approved.

6. That William Souter of the firm Souter, Lenz and Taylor be appointed as Architect for the G. R. Allan addition.

7. That the following recommendation regarding the annual transfers to Capital Reserves be referred to the Budget Review Committee:

(a) That annual transfers of \$1,000,000 from the Revenue Fund to Capital Reserves be budgeted starting in 1988, reflecting the decreasing level of annual debt charges.

8. That the option to purchase the gas burners for the 18 elementary schools be exercised in 1988 and the purchase price of \$145,000 be charged to Capital from Current.

9. a) That the Board sell to the City a strip of land in the Templemead Neighbourhood for roadway purposes being an area containing approximately .0925 acres for a price of \$64,679.00 and that the purchaser also pay any costs including legal and surveying costs in this sale.

b) That the Board grant to the Region an easement for sewer purposes being an area of approximately .0131 acres for a price of \$4,587.00 and that the purchaser also pay any costs including legal and surveying costs in this sale.

10. That the Board transfer 18,030 square feet consisting of a portion of its site in the Barnstown Neighbourhood to the developer of Oakdale Estates in exchange for 18,513 square feet of the Developer's land in the Barnstown Neighbourhood and that the developer also pay any costs including legal and surveying costs in this exchange.

11. That the Board of Education for the City of Hamilton receive and adopt the Policy and Guidelines on AIDS/ARC for system implementation.

12. That the applications for the Memorial Bursary be approved, in accordance with Board policy, for the remainder of the 1987-1988 school year, retroactive to February, 1988.

13. That the following report of the Microcomputer Advisory Committee be approved:

(a) That the Microcomputer Advisory Committee recommends acceptance of Draft 3 of the 1988 proposed microcomputer (hardware) budget, and within the scope of directions of the budgeted proposal.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That up to 100 students of the Grade 12 Urban Geography course from Hamilton schools be permitted to attend a four day field trip to Montreal, Quebec, 1988 04 20-23 (Wednesday to Saturday)

(b) That one teacher for every 15 students, plus the Geography Supervisor or designate, supervise the geography field study to Montreal, Quebec, 1988 04 20-23, and that each receive \$180 for their expenses.

(c) That up to 135 students of Grades 9-13 French from Hamilton Schools be permitted to attend a trip to Quebec City, Quebec, 1988 05 19-22 (Thursday to Sunday)

(d) That one teacher for every 15 students, plus the Languages Supervisor or designate, supervise the trip to Quebec City, Quebec, 1988 05 19-22, and that each receive \$120.00 for their expenses.

(e) That the following trip requests be approved:

(i) Westmount and Glendale, Grades 11-13, St. Donat, Quebec, 1988 03 13-18 (Sunday to Friday)

(ii) Chedoke, Grade 7, Outdoor Education, Camp Wanakita, 1988 05 24-27, (Tuesday to Friday)

(iii) Queen Mary, Grades 7-8, Tobermory, Sudbury, Midland, 1988 06 13-15 (Monday to Wednesday)

(iv) Ryerson, Grades 7-8 French Immersion, Stratford, 1988 05 16 (Monday)

(f) That a grant application in the amount of \$5,824.00 to Employment and Immigration Canada (Challenge '88) for Barton Secondary School to hire 4 students for 8 weeks (8 hours per day) to do a library inventory, commencing May 2, 1988, at a cost of \$546.88 to the Board, be approved.

(g) Regarding the Summer Skill School:

(i) That, subject to sufficient enrolment, the 1988 Summer Skill Program operate at Barton, Delta, Hill Park and Sir John A. Macdonald Secondary Schools from July 18 to August 12, 1988, inclusive.

(ii) That, subject to sufficient enrolment, Linden Park, A. M. Cunningham and Richard Beasley gymnasias be used for some of the physical activities.

(iii) That, subject to sufficient enrolment and as in past years, a teacher co-ordinator be appointed to each of the four skill program locations.

(iv) That, subject to sufficient enrolment, classes in English as a Second Language at the elementary school level be offered, without fee, in the Summer Skill Program.

(h) Regarding the 1988 Summer School — Credit Program:

(i) That the 1988 upgrading and credit summer school be held at Sir John A. Macdonald, Scott Park and Sherwood Secondary Schools from Wednesday, July 6, 1988 to Thursday, August 11, 1988 inclusive.

(ii) That, subject to sufficient enrolment, classes in English as a Second Language for new Canadians at the secondary school level be offered, without fee, in the regular summer school program.

(i) That a grant application in the amount of \$5,733.00 to Employment and Immigration Canada (Challenge '88) for the Continuing Education Department to employ 6 students for 7 weeks (6 hours per day) as reading instructors for the "See and Be Reading Programme" (Community Schools) commencing on June 27, 1988 at a cost of \$527.78 to the Board, be approved.

(j) That a grant application in the amount of \$3,412.50 to Employment and Immigration Canada (Challenge '88) for the Continuing Education Department to hire 5 Grade 13 students for 6 weeks (5 hours per day) as summer school monitors of Grade 9 and 10 students repeating Mathematics and/or English courses, commencing on July 4, 1988 at a cost of \$309.06 to the Board, be approved.

(k) That a grant application in the amount of \$19,110.00 to Employment and Immigration Canada (Challenge '88) for Sir John A. Macdonald Secondary School to hire 15 students for 8 weeks (35 hours/week) to do a library inventory commencing May 4, 1988 at a cost of \$1,778.00 to the Board, be approved.

Respectfully submitted,

ROBERT McMURRICH,
Chairman.

Board Room,
1988 03 08.

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

FOURTH REPORT

Present: Mary Caye Clarke (Chairman), Trustees Bell, Mulholland, Paquin, Whiteman and Van Horne.

Also Present: Trustees Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, Rogers and Vine.

Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), P. Shewfelt (Manager, Accounting and Budget), D. B. Sinclair (Manager, Personnel and Employee Relations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Superintendent of Curriculum, Special and Educational Services [designate]), J. Forrester (Superintendent of Schools - Area 1), P. Gillie (Superintendent of Schools - Area 4), D. Rothwell (Superintendent of Schools - Area 5), R. Lavoie (Superintendent of Schools - French as a First Language), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved as presented to the members.

(a) That the appointment of Edward R. Hodgins to the position of Administrative Assistant to the Superintendent of Finance and Treasurer, be extended until 1988 10 31, with salary according to schedule.

(b) That George Iamarino be appointed to the position of Programmer, Computer Services (Administrative Category 15 — maximum \$34,229 per annum) for a one year probationary period, effective 1988 03 07, with salary according to the salary schedule.

(c) That Ronald Green be appointed to the position of Secondary School Foreman (Administrative Category 14 — maximum \$35,025 per annum), for a one year probationary period, effective 1988 02 29, with salary according to the salary schedule.

(d) That Marian Avery be appointed to the probationary Clerical Staff (Category A-B — maximum \$360.00 per week), effective 1988 02 08, with salary according to the salary schedule.

(e) That the following persons be appointed to the Caretaking and Maintenance Staff, on three months' probation, as Assistant Caretakers, effective 1988 02 18, with wage rate according to the Collective Agreement:

Earl Dockree (secondary)
Casmer Hollick (secondary)

(f) That Mato Barcic be appointed to the Caretaking and Maintenance Staff, on three months' probation, effective 1988 02 16, with wage rate according to the Collective Agreement.

(g) That the resignations of the following persons from the Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret effective as shown, and that the Board's retirement gratuity be paid to each:

Walter A. Chamberlain, 1988 03 31 (secondary)
Howard Laird, 1988 06 30 (elementary)
George S. Reid, 1988 06 30 (elementary)

(h) That the resignation of Marguerite Friend, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 06 30, and that the Board's retirement gratuity be paid. (elementary)

(i) That Darlene Arseneault, Clerical Staff, be promoted to the position of Accounts Payable Clerk — Accounting (Category C — maximum \$408.00 per week), effective 1988 02 29, with salary according to the salary schedule.

(j) That Vivian Gibbs, Clerical Staff, be promoted to the position of Textbook Administration Clerk — Purchasing (Category B2 — maximum \$375.00 per week), effective 1988 02 22, with salary according to the salary schedule.

(k) That Shirley Christmas-Moore be promoted to the classification level of Assistant Caretaker, effective 1988 02 18, with wage rate according to the Collective Agreement.

(l) That Angela Gaspari be granted a Personal Leave of Absence, effective 1988 02 29 until 1988 05 27.

(m) That the Board of Education for the City of Hamilton participate in the Ontario Ministry of Labour — “Students in Personnel (SIP)” summer program, at no expense to the Board, for the placement of two university and/or community college students in the Personnel Department for a maximum of four months.

(n) That Edward Bohe’s temporary appointment be extended to 1988 06 30.

(o) That Judy Cardwell be appointed to the position of Assistant, Staff Development (Administrative Category 11 — \$37,728 maximum per annum), for a one year term, effective 1988 04 01, with salary according to schedule.

(p) That the resignation of Edward Anderson, Secondary School Foreman, for the purpose of retirement, be accepted with regret effective 1988 06 30, and that the Board’s retirement gratuity be paid.

(q) That the resignation of Phoebe E. LeBlanc, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 06 17, and that the Board’s retirement gratuity be paid. (secondary)

(r) That the resignations of the following persons from the Clerical Staff, be accepted effective as shown:

Valerie V. Authier, 1988 03 18

Barbara L. Mattina, 1988 03 21

2. That the process for the search and appointment of the Director of Education for the Board of Education for the City of Hamilton be adopted.

The process has been designed to meet the following criteria:

1. seen to be comprehensive and fair to all — trustees and applicants.
2. establishes a tight but reasonable timeline
3. involves all trustees
4. utilizes the existing Board mechanisms, i.e. P & O Committee
5. provides for at least three interviews
6. paces the process to allow for further information gathering e.g., interviews at least eight days apart

7. allows interviews to be planned, structured and yet have freedom for exploration
8. sets the final decision with full Board participation
9. allows for an early decision which will assist in facilitating other appointments

SEARCH PROCESS DIRECTOR OF EDUCATION

1. ADVERTISING

Ad to be placed in the Toronto Star, Globe & Mail, Hamilton Spectator and circulated throughout the province through the OAEO network as well as posting in each individual school.

Dates: March 5, 8, 10 and 12, 1988

2. APPLICATIONS

To be returned to the Chairman of the Board.

Date: Friday, March 25, 1988

3. SHORTLISTING

Recommendations by the Chairman and the Director to the Chairs Committee.

Date: Tuesday, March 29, 1988

4. INTERVIEW 1

April 5 — conducted by P & O Committee - all trustees may act as observers - summary input is invited from trustees who were present at all interviews.

Purpose — to shortlist candidates to five or six

Decision — by P & O Committee

Length of Interview — ½ hour

5. INTERVIEW 2

April 13 — to be conducted by P & O Committee - all trustees may act as observers - summary input is invited from trustees who were present at all interviews.

Purpose — shortlist to three candidates

Decision — by P & O Committee

Length of Interview — 45 minutes

6. FINAL INTERVIEW

April 26 — by full Board

Purpose — selection of new Director

PLEASE NOTE:

1. Other procedures that were considered but not recommended:

- a) Chairs Committee
- b) Specially established Search Committee
- c) Full Board

2. References:

References will be available for interview two. These will be solicited from superiors and trustees of the applicant.

More detailed references will be solicited from subordinates as well as superordinates for interview three.

3. Questions:

- a) Interview 1 — written and prepared
- b) Interview 2 — prepared
- c) Interview 3 — prepared and spontaneous
- d) Pre-planning session will be held for one hour prior to the commencement of interviews
- e) trustees are asked to submit any potential questions or areas of focus to the Director for inclusion

3. That the Personnel Training Report be received for information.

4. That the Board adopt the "Image of the Human Resources Department" as presented to the members.

5. That the following salary schedule be adopted, effective as shown:

Assistant Superintendent (effective 1988 01 01)	\$72,637
Superintendent (effective 1988 01 01)	\$80,050
Associate Director (effective 1987 07 01)	\$87,942
Director (effective 1987 07 01)	\$94,334

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented to the members.

(a) That Donna Marchand be transferred to the Permanent Staff, effective 1988 04 13, with salary according to schedule. (elementary)

(b) That Kimberley Stewart be appointed to the Probationary Staff, effective 1988 03 28 (.5), with salary according to schedule. (elementary)

(c) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Marianne Bailey, 1988 01 04 until further notice (elementary)

Lynda Bucciero, 1988 01 13 to 1988 02 26 (elementary)

Pamela Carson-White, 1988 02 05 to further notice (elementary)

David Crewson, 1988 02 03 to 1988 03 11 (secondary)

Diane Dabirian, 1988 02 01 to 1988 06 30 (elementary)

Samuel Hammond, 1988 03 01 to 1988 06 27 (elementary)

Emily McDonald, 1988 02 03 to further notice (elementary)

Carol MacDonnell, 1988 02 02 to further notice (secondary)

Nora Majik, 1988 02 22 to 1988 06 30 (elementary)

Mary Moritz, 1988 02 03 to further notice (secondary)

James D. Muckle, 1988 01 05 to 1988 02 05 (elementary)

Gregory Peters, 1988 02 03 to further notice (secondary)

Karen Price, 1988 01 28 to further notice (elementary)

Jean Sedmihradsky, 1988 03 01 to 1988 06 27 (elementary)

(d) That the effective dates of the appointment of Mary A. Lindsay to the Occasional Staff, approved at the February meeting, be changed to 1988 01 29 to 1988 05 17. (elementary)

(e) That the resignation of Garnet Graham, Principal, who is retiring on superannuation, effective 1988 06 30, be accepted with regret, and that he receive the Board's retirement gratuity. (elementary)

(f) That the resignations of the following teachers, who are retiring on superannuation, effective as shown, be accepted with regret, and that each receive the Board's retirement gratuity.

Brian Bowman, 1988 06 30 (secondary)

Marilyn G. Brown, 1988 07 26 (elementary)

Donald Clarke, 1988 06 30 (secondary)

Mildred Vasilak, 1988 06 30 (secondary)

David Willis, 1988 06 30 (secondary)

(g) That the resignation of David Wayne, Teacher, effective 1988 08 31, be accepted with regret. (secondary)

(h) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective as shown:

Laurie Gregory, 1988 03 28 (.5) (elementary)

Errol Hannibal, 1988 09 01 (secondary)

Kay Zabel, 1988 04 11 (elementary)

(i) That Sylvia Scarrow, Administrative Staff, be returned from a Personal Leave of Absence, effective 1988 04 01.

(j) That Marianna Tulumello-Cappelletti, Secondary School Clerical and Secretarial Staff, be returned from a Personal Leave of Absence, effective 1988 02 29.

(k) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with the conditions governing Maternal Leave:

Marilyn Albracht, 1988 04 28 to 1988 08 24 (elementary)

Doreen J. Dick, 1988 04 05 to 1988 08 01 (elementary)

Felicia McIntosh, 1988 09 01 to 1988 12 28 (elementary)

Vera Rehill, 1988 06 06 to 1988 10 02 (elementary)

Pamela Swietek, 1988 04 18 to 1988 08 12 (elementary)

Nancy Tuk, 1988 03 01 to 1988 06 27 (elementary)

(l) That the requests of the following teachers for Maternal Leaves of Absence, be granted in accordance with the conditions governing Maternal Leave, and that these Leaves of Absence be followed by Leaves for Parental Reasons, effective as shown:

Julie Anne Beattie, 1988 09 01 to 1989 08 31 (elementary)

Kathryn Brownlow, 1988 04 04 to 1989 08 31 (elementary)

(m) That the effective dates of the Maternal Leave of Absence, to be followed by a Personal Leave of Absence, granted to Maria Hruska at the November meeting, be changed to 1988 01 26 to 1988 08 31. (secondary)

(n) That the requests of the following teachers for an extension of their Parental Leaves of Absence, effective as shown, be granted:

Deborah Pamukoff, 1988 03 14 to 1989 08 31 (elementary)

Sharon Zabrock, 1988 09 01 to 1989 08 31 (elementary)

(o) That Lynda Cook, Secondary School Clerical and Secretarial Staff, be granted a Leave of Absence, effective 1988 04 04 until 1988 07 01.

(p) That the timetables of the following teachers be changed, effective as shown:

Alison Darling, from $\frac{2}{6}$ to $\frac{4}{6}$, 1988 03 01 ($\frac{2}{3}$ Sem. 2) (secondary)

Diana Kidd, from .8 to .9, 1987 09 25 (elementary)

Julia Lamont, from $\frac{3}{6}$ to $\frac{6}{6}$, 1988 02 01 (full time Sem. 1 and 2) (secondary)

Andrea Mozarowski, from $\frac{3}{6}$ to $\frac{6}{6}$, 1988 02 01 (full time Sem. 1 and 2) (secondary)

Jane Pilling, from $\frac{5}{6}$ to $\frac{6}{6}$, 1988 02 01 (full time Sem. 1 and 2) (secondary)

Carol Pyke, from .5 to 1.0, 1988 03 21 to 1988 06 30 (elementary)

Peter Queck, from $\frac{5}{6}$ to $\frac{6}{6}$, 1988 02 01 (full time Sem. 1 and 2) (secondary)

Edward Sober, from $\frac{2}{6}$ to $\frac{3}{6}$, 1988 02 15 (full time Sem. 2 only) (secondary)

Kenneth Ward, from .6 to .8, 1988 02 15 (elementary)

(q) That Keitha Seneco be appointed to the Probationary Staff, effective 1988 03 21 ($\frac{2}{6}$ — $\frac{1}{3}$ Semester 2), with salary according to schedule. (secondary)

(r) That Anja Franken be appointed to the position of School Social Worker — B.S.W. Level, (.5), with a one year probationary period, effective 1988 03 28, with salary according to the salary schedule. (elementary)

(s) That the resignation of Shaun Baylis, School Social Worker, be accepted effective 1988 02 05. (elementary)

(t) That the effective retirement date of Reginald Woodworth, Teacher, approved at the February meeting, be changed to 1988 07 31. (secondary)

(u) That Ann Day, Educational Assistant, be returned from a Personal Leave of Absence, effective 1988 03 07. (elementary)

(v) That the Board enter into an agreement to provide for voluntary recognition of O.P.E.I.U., Local 527 as the official bargaining agent for all educational assistants and lunchroom

aides employed by The Board of Education for the City of Hamilton.

2. That approval be granted for the request of William D. Muirhead for a Leave of Absence under the Salary Holdback Plan ("Four Over Five") for the second semester of the 1989-1990 school year, effective 1990 02 01 to 1990 06 30, subject to the 1987-88 Secondary School Collective Agreement.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1988 03 10

ADDENDUM

The following motion was considered at the March meeting of the Personnel and Organization Committee and was LOST.

GENERAL

1. That the clause, "That the Board adopt the role description and competencies for the Superintendent of Human Resources" be tabled.

MINUTES OF THE
SPECIAL IN-CAMERA
MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 03 21.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Barker, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Lowe, Mulholland and Whiteman.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), D. B. Sinclair (Manager, Personnel and Employee Relations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Superintendent of Curriculum, Special and Educational Services [designate]), R Orlando (Superintendent of Plant), J. Forrester (Superintendent of Schools - Area 1), F. Kelly (Superintendent of Schools - Area 2), P. Gillie (Superintendent of Schools - Area 4), S. Rogers (Administrative Secretary).

Mrs. Van Horne indicated the purpose of the special in-camera Board was to deal with a personnel matter.

Mr. Sinclair proceeded to inform the members of the facts of this case.

Moved by Mrs. Deans, Seconded by Mrs. Bell: That the employment services of Corinne Grawbarger, Assistant Caretaker, be terminated effective 1988 03 17.

Mr. Mulholland felt more Board members should be present before any action is taken.

Moved by Mr. Mulholland, Seconded by Mr. Desmarais: That Mrs. Deans' motion be tabled. Lost.

The question was called on the motion, and it was carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board of Education,
Education Centre,
1988 04 11

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Paquin, Rogers and Vine.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), P. Shewfelt (Manager, Accounting and Budget), G. Rutledge (Budget Supervisor), B. MacDonald (Payroll Supervisor), J. Friesen (Budget Analyst), D. B. Sinclair (Manager, Personnel and Employee Relations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Superintendent of Curriculum, Special and Educational Services [designate]), R. Orlando (Superintendent of Plant), J. Forrester (Superintendent of Schools, Area 1), F. Kelly (Superintendent of Schools, Area 2), A. Stockwell (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), R. Lavoie (Superintendent of Schools, French-As-A-First-Language), L. Dixon (Manager, Computer Services), S. Rogers (Administrative Secretary).

Mrs. Van Horne indicated the purpose of the special meeting was to consider the 1988 Budget.

GENERAL

Moved by Mr. McMurrich; Seconded by Mr. Desmarais: That Lines 1 and 2 of General Business of the 1988 Budget in the amount of \$30,110,284 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

Trustees Allen, Clarke and Rogers declared possible conflicts of interest, and indicated they would participate in

neither the discussion nor the vote with respect to Lines 1 and 2 of General.

The motion was then adopted.

Moved by Mr. McMurrich; Seconded by Mrs. Clarke: That Lines 3 to 20 inclusive of General Business of the 1988 Budget, in the amount of \$29,968,463 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. McMurrich; Seconded by Mr. Hicks: That Lines 1 and 2 of Elementary/Secondary Business of the 1988 Budget; in the amount of \$126,689,165 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

Trustees Allen, Clarke and Rogers declared possible conflicts of interest, and indicated they would participate in neither the discussion nor the vote with respect to Lines 1 and 2 of Elementary/Secondary.

The motion was then adopted.

Moved by Mr. McMurrich; Seconded by Miss Cunningham: That Lines 3 to 20 inclusive of Elementary/Secondary Business of the 1988 Budget, in the amount of \$12,477,556 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein. Carried.

Mr. McMurrich and Mrs. Van Horne expressed appreciation to the Officials and their staffs for their hard work in putting together the 1988 Budget. Mrs. Van Horne also expressed appreciation to Mr. McMurrich for chairing the Budget Review meetings.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE BUDGET REVIEW COMMITTEE

Present: Robert McMurrich (Chairman); Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, Mulholland, Paquin, Rogers, Vine and Van Horne.

Officials Present: A.J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), P. Shewfelt (Manager, Accounting and Budget), G. Rutledge (Budget Supervisor), B. MacDonald (Payroll Supervisor), J. Friesen (Budget Analyst), D. B. Sinclair (Manager, Personnel and Employee Relations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Superintendent of Curriculum, Special and Educational Services [designate]), R. Orlando (Superintendent of Plant), J. Forrester (Superintendent of Schools, Area 1), F. Kelly (Superintendent of Schools, Area 2), A. Stockwell (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), R. Lavoie (Superintendent of Schools, French-As-A-First-Language), L. Dixon (Manager, Computer Services), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That Lines 1 and 2 of General Business of the 1988 Budget in the amount of \$30,110,284 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 inclusive of General Business of the 1988 Budget, in the amount of \$29,968,463 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

ELEMENTARY/SECONDARY

1. That Lines 1 and 2 of Elementary/Secondary Business of the 1988 Budget, in the amount of \$126,689,165 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 inclusive of Elementary/Secondary Business of the 1988 Budget, in the amount of \$12,477,556 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

Respectfully submitted,

ROBERT McMURRICH,
Chairman.

Board Room
1988 04 11.

**1988 BUDGET
FOR THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

SUMMARY OF EXPENDITURES

	1987	1988	INCREASE (DECREASE)
Salaries & Wages, Employee Benefits	\$147,165,090	\$158,453,487	\$ 11,288,397
Travel, Personnel Training & Bursaries	735,288	995,368	260,080
Books, Energy, Repairs & Supplies	19,472,439	22,409,537	2,937,098
Replacement & New Equipment	2,400,816	4,018,761	1,617,945
Debt Charges	2,294,620	1,567,565	(727,055)
Capital from Current & Permanent Improvements	847,150	1,795,381	948,231
Rentals, Fees & Contractual Services	5,113,300	6,342,979	1,229,679
Transfers to Other Boards and Other	3,419,468	5,542,133	2,122,665
Total Expenditure Budget	<u>\$181,448,171</u>	<u>\$201,125,211</u>	<u>\$ 19,677,040</u>

SUMMARY OF REVENUES

Levy for Mill Rate	\$105,746,619	\$ 9,796,277
Suppl. Taxes, T&T, P.I.L., Surplus & Tarrifs	8,044,795	843,083
Provincial Grants	59,331,834	5,215,856
Other Revenue	8,324,923	3,276,824
Refund of Taxes	0	545,000
	<u>\$181,448,171</u>	<u>\$ 19,677,040</u>

SUMMARY OF BUDGET APPROVAL BY THE BOARD

GENERAL	\$60,078,747
ELEMENTARY/SECONDARY	139,167,021
FRANCOPHONE	<u>1,879,443</u>
TOTAL	<u><u>\$201,125,211</u></u>

ELEMENTARY	\$115,443,328
SECONDARY	<u>85,681,883</u>
TOTAL	<u><u>\$201,125,211</u></u>

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre
1988 04 21

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Superintendent of Finance and Treasurer), McKague (Superintendent of Curriculum and Special Services), Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Forrester (Superintendent of Schools, Area One), Kelly (Superintendent of Schools, Area Two), Stockwell (Superintendent of Schools, Area Three), Ms. Gillie (Superintendent of Schools, Area Four), Rothwell (Superintendent of Schools, Area Five), Lavoie (Superintendent of Schools - French as a First Language), Shewfelt (Manager, Accounting and Budget), Sinclair (Manager, Personnel and Employee Relations), Ms. Rappolt (Assistant Superintendent of Curriculum) and Mrs. Rogers (Administrative Secretary).

The minutes of the last regular meeting of 1988 03 17 and special meetings of 1988 03 21 and 1988 04 11 were adopted as presented to the members.

The Chairman welcomed back Trustee Hicks, who participated in and completed the Boston Marathon. Congratulations were extended to Mr. Hicks.

Three communications from the Minister of Education pertaining to the eligibility of Mr. Robert Orlando, Superintendent of Plant, acknowledgement of the Board's decision to appeal the decision of cabinet, and a letter of thanks for the video, Every Day is Special, were read to the members. Further communications were read to the members which included a note from the Hamilton

Philharmonic Youth Orchestra, thanking the Board for its financial support, a letter of thanks for the Board's expression of sympathy from the Nichol family, and the Hamilton Council of Home and Schools supporting the Board in its stand on the Goudge report. These were received and ordered filed.

Two communications from the Association of Large School Boards in Ontario requiring Board action were then read to the members. These letters dealt with three voting delegates for the Annual Convention and support of the resolution pertaining to the establishment of the new Ontario Public School Boards' Association.

Moved by Mrs. Lowe, seconded by Mrs. Deans: That Trustees Kennedy, Clarke and Van Horne represent the Board of Education for the City of Hamilton as the voting delegates at the A.L.S.B.O. Annual Convention, to be held 1988 05 05-07. Carried.

Moved by Mrs. Clarke, seconded by Mr. Kennedy: That the Board of Education for the City of Hamilton support the resolution being presented to the annual meetings of A.L.S.B.O., N.O.S.T.A and O.P.S.T.A. pertaining to the establishment of the Ontario Public School Boards' Association. Carried.

Trustee Hicks gave notice that he would move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

WHEREAS the Board of Education established a non-smoking policy which took effect January 1st, 1988, and

WHEREAS smoking areas were to be established as an interim measure in each location, and

WHEREAS adjustments and alterations to the facilities were to be made to ensure the safety and well-being of all employees, and

WHEREAS the Board is unable to provide a safe working environment for smokers and non-smokers since the monies for these additions, renovations, etc. have been deleted from the budget, and

WHEREAS the presently designated smoking areas are not working properly in many school locations, and

WHEREAS the probable direction from the Ministry within the next year or so will be that smoking be eliminated from all government areas and institutions, and

WHEREAS it is in the best interest of employees who still smoke to provide a transition period so that appropriate preparations can be made.

THEREFORE BE IT RESOLVED that effective September 1st, 1988, smoking on all Hamilton Board of Education property be totally banned.

Committee reports were presented as follows:

Operations Management Committee – Mr. McMurrich

Personnel and Organization Committee – regular and special – Mrs. Clarke

Board's Negotiating Committee – Miss Detwiler

Moved by Mr. McMurrich, seconded by Miss Cunningham: That the General Part of the report of the Operations Management Committee be adopted.

Attention was drawn to clause four, whereby Bill 77 has just received Royal Assent, and should be deleted from the clause.

Moved in amendment by Mrs. Baskin, seconded by Mrs. Bell: That Clause 4, General, of the report of the Operations Management Committee be amended with the deletion of "Bill 77". Carried.

The report, as amended, was then adopted.

Moved by Mrs. Clarke, seconded by Mrs. Bell: That the General Part of the report of the Personnel and Organization Committee, and the special report, be adopted.

Trustee Mulholland remarked on Mr. John Penner's resignation due to retirement. He commented on Mr.

Penner's dedication to the Board, and Mr. Mulholland felt the Board is losing a good administrator and a good friend. The best wishes of the Board were extended to Mr. Penner.

The report was then adopted.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That the General Part of the report of the Board's Negotiating Committee be adopted.

At the request of Trustee Mulholland, the two clauses contained in the report were dealt with separately.

Clause one of the report was put to a vote and was adopted.

Clause two of the report was put to a vote and was also adopted.

In pursuance of the notice she gave at the last regular meeting, it was moved by Mrs. Baskin and seconded by Mrs. Vine: That the Trustees serving on the Development Committee be reassigned to one of the other two major committees until such time as the Board is ready to revise its rules and regulations.

Speaking to the motion, Trustee Baskin felt the Development Committee is not enforcing sections 149 and 150 of the Education Act whereby this committee should function as an ad hoc committee. Trustee Baskin felt the Committee as it is now structured, is illegal, and she sought direction in this regard.

The motion was then defeated.

In pursuance of the notice she gave at the last regular meeting, it was moved by Mrs. Baskin and seconded by Mrs. Vine: That (a) the Research Department conduct a survey of Ontario school board practices in regard to the structuring of agendas in regard to jurisdiction of the French Language Education Council, and (b) the annual budget be divided into three parts as follows:

- (i) The French Language Education Council
- (ii) The Public School
- (iii) Joint

Trustee Baskin felt an investigation of this to be essential by the end of 1988, and she cited examples from the budget where members of the French Language Education Council were allowed to vote. Trustee Baskin questioned the possibility of getting a legal opinion on these portions of the Education Act.

Trustee Rogers agreed this should be settled once and for all.

When Trustee Desmarais wanted to introduce a motion seeking legal advice, the Chairman ruled the motion on the floor would be dealt with first.

Trustee Vine welcomed some clarification, and she wondered if legal advice has been obtained in this regard; but Mr. Penner noted only some aspects of Bill 75 have received legal interpretations. Mr. Penner assured the members that the Board officials have a good interpretation of this.

Trustee McMurrich opposed the motion as he felt the budget was already divided into three parts.

The Director remarked on Mr. Paul Shewfelt's experience with the interpretation of Bill 75, and Trustee Detwiler concurred with this.

At Trustee Whiteman's request, Mr. Shewfelt was asked to comment. He believed the jurisdictional decisions have been appropriate, and any interpretations are discussed fully.

When Trustee Barker asked if clause (b) is currently being done, Mr. Penner replied the budget is indeed divided into three parts.

Trustee Kennedy supported the motion, as well as Trustee Lowe, and while Trustee Lowe understood the intent is to clarify this, the Board's quarrel is with the legislation.

In closing debate, Trustee Baskin quoted section 277(o) of the Education Act, and she maintained the budget is not prepared in three parts. This should be examined, and she wanted to see how other Boards prepare their agendas.

The motion was then adopted.

Moved by Mr. Desmarais, seconded by Canon Rogers: That the Board seek legal advice with regard to interpretation of Section 277 of the Education Act.

The Chairman requested a two thirds majority in order to place this motion on the floor. The majority was obtained.

When Trustee Whiteman suggested seeking answers in this regard elsewhere thereby removing any legal costs, the Director recommended a solicitor's opinion in order to obtain a definitive statement.

The motion was then adopted.

In pursuance of the notice she gave at the last meeting, it was moved by Mrs. Baskin, seconded by Mrs. Vine: That the Trustees be furnished with a breakdown of major dollar increases shown in Line 1 (Salaries and Wages) under Sections 010 (Business Administration), 011 (General Administration) and 032 (Instructional Supervision) as they relate to the staffing report included in the budget package. This breakdown should include both 1988 and 1989 costs to the Board; and, the trustees be furnished with the total 1988 and 1989 budget bottom lines which relates exclusively to the implementation of reorganization; and, the trustees be furnished with the total 1988 and 1989 budget bottom lines excluding the costs of reorganization.

Trustee Baskin regretted presenting this after the approval of the 1988 budget, but she was concerned with the costs related to the Board's reorganization. She saw this as being of help to all trustees with future planning.

The motion was put to a vote and was defeated.

In pursuance of the notice she gave at the last regular meeting, it was moved by Mrs. Deans, and seconded by Mrs. Bell: That the administration develop a general specifications guideline for the building of junior elementary schools which will address a core design (including size) and guidelines for the provision of portapacks and individual portables taking into consideration the period of time that these will be in use at a given site.

Trustee Deans distributed copies of the Peel Board's guidelines and urged the members to support the motion.

Trustee Lowe had concerns with the motion since it presumes the Board supports core designs, and Trustee Rogers did not support the motion as each school should be considered individually as to its needs and location.

While Trustee Whiteman commended Trustee Deans on her research, he did not support the motion as not enough is known about the core design.

Moved by Mr. McMurrich, seconded by Mr. Hicks: That the motion of Trustee Deans regarding portapacks and portables be referred to the officials for a report to be brought back to the Operations Management Committee.

Trustee McMurrich agreed that not enough is known about this or how the concept would fit with this Board. Trustee Hicks agreed more information should be obtained.

Trustees Allen and Clarke both supported a referral, but Trustee Mulholland found the referral to be unnecessary and he supported the original motion on the floor.

Trustee Deans thought it was time the Board had good long range planning, and agreed with the referral as well.

The motion to refer was then adopted.

Moved by Mr. McMurrich, seconded by Mrs. Clarke: That Clause 3 of the General Report of the Personnel and Organization Committee dated 1988 01 14, regarding Area Supervisors, and tabled at the Board meeting of 1988 01 21, be lifted from the table. Carried.

Moved by Mr. McMurrich, seconded by Mrs. Clarke: That the Board enter into a memorandum of agreement with the branch affiliates incorporating the following amendments into the collective agreements, which expire August 31, 1988:

That the position of Area Supervisor be established on the basis of ten month employment and be paid at an annual salary rate of \$67,398 (equal to the maximum of the Secondary School Principals' Grid);

That the travel allowance for the position shall be in accordance with Board policy (\$947 per annum):

That the appointments be for a three-year term, non-renewable.

In response to Trustee Baskin's question on how much is written into the budget, Mr. Shewfelt replied there were no specific funds designated as it was felt existing resources would be reallocated.

Trustee McMurrich urged support as it is time to get on with the job and the Area Supervisors are fundamental in the functioning of the areas.

Trustee Hicks expressed his concerns on the salary range and the job description, but Mr. Rielly reminded the members the job description has already been approved, and there would be redeployment. Three options were presented as follows: the original motion as it is now on the floor, the red-circling of successful candidates' salaries, or successful candidates to be paid at the same rate as Supervisors. The current salary proposal is \$67,398, and the maximum salary rate for Supervisors is \$63,084.

After considering these options, the following amendment was presented.

Moved in amendment by Mr. Hicks, seconded by Mrs. Bell: That the pay range for Area Supervisors be a maximum of \$63,084 with the same working conditions as curriculum supervisors.

Trustee Clarke supported the amendment, but Trustee Baskin was appalled at the trustees for not knowing the bottom line on these costs, as well as cutting the qualifications.

While Trustee Lowe supported the amendment, she questioned the vacancies that will be left when people apply for the Area Supervisors' positions. The Director pointed out the positions in this building will be reduced, thereby there will be exactly the same number of staff.

In closing debate on the amendment, Trustee Hicks maintained all costs have been presented to the members, and he was confident the procedure has been done properly.

The amendment was adopted. The original motion, as amended, was also adopted.

Trustee Deans asked if the recent Provincial budget had any great impact, and Mr. Penner replied the sales tax affects the Board significantly and will mean an additional \$201,000.

Trustee Cunningham regretted missing a clause in one of the reports, and while it would be an in-camera item, she expressed her opposition to some action being taken in the guise of re-organization.

FRENCH LANGUAGE

Presentation of report -

French Language Education Council - Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Education Council be adopted. Carried.

ELEMENTARY/SECONDARY

Communications from Mr. Robert O. Jones commending the Board on the French Immersion Programme at Norwood Park School, the Hamilton Hoppers, thanking the Board for its support, and the Medical Officer of Health, Dr. Ian Cunningham, commending the Board on the Intermediate Health Education curriculum, were read to the members. These were received and ordered filed.

Moved by Mr. McMurrich, seconded by Mr. Allan: That the Elementary/Secondary Part of the report of the Operations Management Committee be adopted. Carried.

Moved by Mrs. Clarke, seconded by Mrs. Deans: That the Elementary/Secondary Part of the report of the Personnel and Organization committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
PERSONNEL & ORGANIZATION COMMITTEE**

Present: Mary Caye Clarke (Chairman); Trustees Bell, Mulholland, Whiteman, Paquin and Van Horne.

Also Present: Trustees Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, Rogers and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. D. B. Sinclair (Manager, Personnel & Employee Relations), Mr. D. Rothwell (Superintendent of Schools - Area Five), Ms. G. Rappolt (Assistant Superintendent of Curriculum), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the Board adopt the role description and competencies for the Superintendent of Human Resources.

2. That the Board take action to post for the position of Superintendent of Human Resources with interviews by the Personnel & Organization Committee and appointment by the Board to take place as soon as possible.

3. That the Board take action, subject to budget approval, to approve the appointment of an Administrative Officer (Salary, Benefits and Records) (Clerical) for the reorganized Human Resources Department over the period of April, 1988 to September, 1989.

4. That the Board take action, subject to budget approval, to approve the appointment of a Collective Bargaining Analyst (Clerical) for the reorganized Human Resources Department over the period of April, 1988 to September, 1989.

5. That the Board take action, subject to budget approval, to approve the appointment of a Staffing Officer for the reorganized Human Resources Department over the period of April, 1988 to September, 1989.

6. That the Board take action, subject to budget approval, to approve the appointments of the equivalent of three secretarial staff for the reorganized Human Resources Department over the period of April, 1988 to September, 1989.

7. That the Board take action, subject to budget approval, to approve the appointment of Assistant - Staff Development (Business) from 0.5 to full time effective 1988 05 01 to 1989 06 30.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1988 03 17.

ADDENDUM

The following motion was made at the special in-camera meeting of the Personnel & Organization Committee on 1988 03 17 and was LOST:

GENERAL

1. That the Board take action, subject to budget approval, to approve the appointment of a Consultant for Staff Development (Academic) for the reorganized Human Resources Department over the period of April, 1988 to September, 1989.

REPORT OF THE FRENCH LANGUAGE EDUCATION COUNCIL

Present: Mr. H. Paquin (Chairman); Trustees Barker and Desmarais.

Officials present: Mr. R. Lavoie (Superintendent of Schools - French as a First Language), Mr. J. Penner (Superintendent of Finance and Treasurer, Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. G. Rutledge (Budget Supervisor), Miss S. Wilson (Transportation Supervisor).

The Council recommends:

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That France Guimond, Clerical Staff, be promoted to the position of Secretary - Superintendent of Schools (Category E - Maximum \$468.00 per week), effective 1988 03 28, with salary according to the salary schedule.

(b) That Kasturie Surat be appointed to the Occasional Staff, effective 1988 02 03 (.5) until further notice, with salary according to schedule.

2. That Lines One and Two of the 1988 estimates for Salaries and Wages and Fringe Benefits in the amount of \$1,654,038 be approved.

3. That Lines Three to Twenty of the 1988 estimates in the amount of \$225,405 be approved.

4. That the French Language Education Council endorse the 1987-88 Fifth Annual Review of Special Education Programs and Services, and that this review be forwarded to the Ministry of Education.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1988 04 05.

REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE

FIFTH REPORT

Present: Robert McMurrich (Chairman); Trustees Deans, Desmarais, Detwiler, Lowe and Van Horne.

Also Present: Trustees Allen, Baskin, Clarke, Hicks, Kennedy, Mulholland and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. J. Penner (Superintendent of Finance and Treasurer), Mr. R. Orlando (Superintendent of Plant), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Mr. J. Forrester (Superintendent of Schools - Area One), Mr. F. Kelly (Superintendent of Schools - Area Two), Mr. A. Stockwell (Superintendent of Schools - Area Three), Ms. P. Gillie (Superintendent of Schools - Area Four), Mr. D. Rothwell (Superintendent of Schools - Area Five), Mr. R. Lavoie (Superintendent of Schools - French as a First Language), Mr. P. Shewfelt (Manager, Accounting and Budget), Ms. G. Rappolt (Assistant Superintendent of Curriculum), Mr. D. Kelterborn (Administrative Officer - Business Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation regarding a new junior elementary school be approved:

(a) That a new junior elementary school be constructed in Block 79, to open September, 1989.

2. That the following recommendation regarding Ryckman's Corners School be approved:

(a) That Ryckman's Corners School be re-opened effective September 1, 1988 and that Stage I of the building construction and renovations in the amount of \$25,000 be taken from the Capital Reserve Fund.

3. That the report from the officials regarding the addition to James Macdonald School be received for information.

Clause 4 amended by Board - delete Bill 77.

4. That the Board of Education for the City of Hamilton send a letter to Premier David Peterson with copies to the local Members of Parliament requesting deferral of Bills 76 and 106 regarding this year's Municipal Elections.

5. That the report from the officials regarding the Sherwood Arts Program be received for information.

6. That the following recommendations regarding the Native Languages Program be approved:

(a) That the planning and development for effective program and staffing be carried out over the 1988-1989 school year.

(b) That at least one pilot program be implemented in a school designated by the Board, in September, 1989.

7. That the following recommendation of the Superintendent of Finance and Treasurer regarding Lot 4, Concession 1, Rymal Road be approved:

(a) That the bid of \$715,000 from Starward Homes Limited, 152 Hester Street in Hamilton, be accepted.

8. That the following recommendation of the Director of Education be approved:

(a) That a grant application in the amount of \$146,062 to Employment and Immigration Canada (Job Development) for the Community Child Abuse Council and the Board of Education for the City of Hamilton to develop a Family Anti-Violence Program and a community support team consisting of 3 Program Coordinators, 2 Graphic Artists and 2 Word Processor Operators, to work with social service agency personnel and personnel from the three area Boards of Education commencing May 13, 1988, at no cost to the Board, be approved.

9. That the 1987 Audited Trust Fund Statement be approved as presented to the members.

10. That the 1987 Audited Financial Statement be approved as presented to the members.

11. That the 1987 Audited Statement for the Board of Education for the City of Hamilton Foundation be approved as presented to the members.

12. That the calendars for the Hamilton school system for the 1988-1989 school year be approved.

1988 - 1989 PROFESSIONAL DEVELOPMENT DAYS

Date	Elementary & Alter-Ed & T.R.	Vocational	Composite	G. P. Vanier	Alter-Ed
Sept. 19	(1) in-school				
Oct. 3	(1) in-school				
Oct. 28		(2) supervisors	(2) supervisors	(2) supervisors	(2) supervisors
Nov. 4	(2) supervisors Middle School (1) in-school (JK-8)				
Nov. 14	(6) H.T.F.				
Nov. 30	(3) interviews (JK-8)				
Jan. 27 (mountain)	(2) supervisors (JK-8)				
Jan. 27, 30, 31		(5) turn around			
Jan. 30, 31			(5) turn around	(5) turn around	
Feb. 3 (Lower City)	(2) supervisors (JK-8)				
Mar. 8	(3) interviews				
May 1		(7) O.S.S.T.F.	(7) O.S.S.T.F.		(7) O.S.S.T.F.
May 12				(7) A.E.F.O.	
June 7	(3) interviews				

June 27-30	(5) year end			
June 26-30	(5) year end (1 day-sups)	(5) year end	(5) year end	
June 30	(4) year end			

PROFESSIONAL ACTIVITY DAYS

- (1) School oriented in-service; program planning, implementation and evaluation
- (2) Supervisors of Curriculum and Instruction conduct broad curriculum in-service programmes
- (3) Parent/Teacher interviews to promote better understanding and communication between the schools and the community they serve.
- (4) Year End - Days used for evaluation, orientation and school closing -- elementary
- (5) "Turn-around" or Year-end days (secondary): evaluation of the semester just ended and organization for the ensuing semester.
- (6) Hamilton Teachers' Federation - develops Professional Development Day for its members.
- (7) Ontario Secondary School Teachers' Federation or AEFO -- develops Professional Development Day for its members.

13. That the Board of Education for the City of Hamilton not participate in the A.L.S.B.O. Phase III Computer Based Learning Materials Project.

14. That the following representatives from community organizations and other community personnel, as presented to the members, be appointed to the Special Education Advisory Committee for the 1987-1988 school year:

Mrs. Sylvia Trott

Association for Children & Adults with Learning Disabilities

Miss Nalda Dalziel
Hamilton District Society for Disabled Children

Mrs. Judy Masters
Hamilton & District Parents of Physically Handicapped Children

Ms. Doreen Knol
Association for Bright Children

Mr. Lynn Ormerod
Canadian Hearing Society

Mrs. Judith Bishop
Hamilton Council of Home & School Associations

Dr. Wendy Brennan
Ontario Psychological Association

Mr. Geoff Foster
Canadian National Institute for the Blind

Mrs. Frances Oommen
Down's Syndrome Association of Hamilton

Dr. Joseph Jacobs
Hamilton and District Association for the Mentally Retarded

15. That the following report of the Special Education Advisory Committee be approved.

(a) That the Special Education Advisory Committee commend the Board for directions being taken in respect of their promotion and practices of integration and appropriate programming for students identified as trainable retarded.

(b) That the Special Education Advisory Committee endorse the 1987-1988 Fifth Annual Review and that it be forwarded to the Ministry of Education through the appropriate Board Committees.

ELEMENTARY/SECONDARY

1. That the following procedures regarding placement of children from Day Care Centres into Senior Kindergarten classes be approved:

(a) That the Superintendent of Schools be requested to:

(i) Consult with the operators of the Day Care Centres in the month of April to discuss their accommodation predictions and requests for the next school year.

(ii) In consultation with appropriate school principals, make every effort to accommodate the numbers of students in the senior kindergarten classes in the schools requested.

(iii) Notify the Day Care Centres by the end of May about the arrangements that can be made with respect to the placement of their students for the next school year.

2. That the following recommendation regarding Westmount 1990 be approved:

(a) That the Board of Education endorse the restructuring of Westmount Secondary School to allow for the concepts in the "Westmount Model".

3. That the following recommendations of the Director of Education be approved:

(a) That 12 Secondary School students from the Hamilton Board of Education, as selected by the Business Studies Departments in each school, be permitted to attend a Business Studies Leadership Conference in Bolton, Ontario, from 1988 05 17-18 (Tuesday to Wednesday)

(b) That the following trip requests be approved:

(i) Scott Park, Grades 12-13, Stratford Festival, 1988 05 11 (Wednesday)

(ii) Scott Park, Grades 9-12, Music, Montreal, Quebec, 1988 05 25-28 (Wednesday to Saturday)

(iii) Sir Allan MacNab, Grades 10-13, Music, Chatham, 1988 04 26-27 (Tuesday to Wednesday)

(iv) Sir Allan MacNab, Grades 10-13 Music, National Stage Band Competition, Calgary, Alberta, 1988 05 16-23 (Monday to Monday)

(v) Sir Winston Churchill, Grades 10-12, Ottawa, 1988 05 11-13 (Wednesday to Friday)

(vi) Bennetto, Grade 8, Ottawa, 1988 06 01-03 (Wednesday to Friday)

(vii) Bennetto, Grades 6-7, Midland, 1988 06 24 (Friday)

(viii) Fernwood Park/Westwood/Westview, Grades 4-5 and Grade 6 Gifted, Midland, 1988 06 27-28 (Monday to Tuesday)

(ix) Lawfield, Grade 8, Midland, 1988 06 02 (Thursday)

(x) Ryerson, Grade 8, Artpark, Lewiston, New York, 1988 06 03 (Friday)

(xi) Viscount Montgomery, Grade 8/SLD, TMR, Camp Kilcoo, Minden, 1988 06 01-04 (Wednesday to Saturday)

(xii) Crestwood, Grades 11-12, Outdoor Education, Algonquin Park, 1988 05 24-27 (Tuesday to Friday)

(xiii) Prince of Wales, Grade 8, Ottawa, 1988 06 08-10, (Wednesday to Friday)

Respectfully submitted,

ROBERT McMURRICH,

Chairman

Board Room
1988 04 12

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE**

FIFTH REPORT

Present: Mary Caye Clarke (Chairman); Trustees Bell, Hicks, Mulholland, Paquin and Van Horne.

Also Present: Trustees Allen, Baskin, Cunningham, Deans, Detwiler, Kennedy, Lowe, Rogers and Vine.

Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), P. Shewfelt (Manager, Accounting and Budget), D. B. Sinclair (Manager, Personnel and Employee Relations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Superintendent of Curriculum, Special and Educational Services [designate]), F. Kelly (Superintendent of Schools - Area 2), P. Gillie (Superintendent of Schools - Area 4), D. Rothwell (Superintendent of Schools - Area 5), G. Rappolt (Assistant Superintendent of Curriculum), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That the following persons be appointed to the probationary Clerical Staff, Category A-B, maximum \$360.00 per week), effective as shown, with salaries according to the salary schedule:

Jan Northey, 1988 03 28

Sharon Biggley, 1988 04 11

(b) That the resignation of John Penner, Superintendent of Finance and Treasurer, for the purpose of retirement, be accepted with regret effective 1988 10 31, and that the Board's retirement gratuity be paid.

(c) That the resignation of Ronald Dawson, Co-operative Education Co-ordinator, who is retiring on superannuation, effective 1988 06 30, be accepted with regret, and that the Board's retirement gratuity be paid.

(d) That the resignation of the following persons from the Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 06 30, and that the Board's retirement gratuity be paid to each:

Selena F. Dolan (secondary)
Maria Kuliberda (secondary)
Mary Myroniw (elementary)
Jean Singer (elementary)
Maaike Van der Ley (elementary)

(e) That the resignation of Christina Cooper, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 06 10, and that the Board's retirement gratuity be paid.

(f) That the resignations of the following persons from the Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret effective 1988 06 30, and that the Board's retirement gratuity be paid to each:

Frank G. Baker (elementary)
Vernal O. Holland (elementary)
Joseph M. Passmore (elementary)
Gordon W. Reise (elementary)

(g) That the resignation of Fotoula Papoutsis, Assistant Librarian, be accepted effective 1988 05 01.

(h) That an exchange between Christine McCulloch (Hamilton Board) and Edward Weins (Halton Board), be approved for a one year period, effective 1988 09 01, in accordance with the Board's Leadership Exchange Program.

(i) That Edward Porter, Secondary School Foreman, be promoted to the position of Supervisory Foreman, (Administrative Category 11 - maximum \$37,728 per annum), with a one year probationary period, effective 1988 05 03, with salary according to the salary schedule.

(j) That Naomi Bevan, Clerical Staff, be promoted to the position of Film Clerk - Media Services (Category B2 - maximum \$375.00 per week), effective 1988 03 21, with salary according to the salary schedule.

(k) That the following Clerical Staff be promoted to the position of Secretary, Superintendent of Schools, (Category E -

maximum \$468.00 per week), effective 1988 03 28, with salary according to the salary schedule:

Sheila George
Carol Midgley
Glenna Schneider
Irene Valastiak

(l) That Michael Silbert, Mathematics Supervisor, be returned from Leave of Absence and assigned duties, effective 1988 09 01.

(m) That Barbara Murdoch, Clerical Staff, be granted a Maternal Leave of Absence, effective 1988 05 30, in accordance with the Employment Standards Act.

(n) That Rhonda Hirst, Developmental Specialist, be granted a Personal Leave of Absence, effective 1988 09 06 until 1989 06 30.

(o) That the Personal Leave of Absence for Laura Labate, Clerical Staff, be extended from 1988 04 18 until 1988 06 10.

(p) That the following Clerical/Secretarial positions be reclassified, effective 1988 04 01:

	From	To
Clerk-Typist, Psychological Services	A-B	B2
Clerk-Typist, Guidance Services	A-B	B2
Clerk, Guidance Services	A-B	B2

(q) That the Board of Education for the City of Hamilton participate in Employment and Immigration Canada's summer program - "Challenge '88 - Summer Employment/Experience Development (SEED)" - at a cost of \$2,976, for the placement of two university and/or community college students in the Personnel Department, for a maximum of eighteen weeks.

2. That the following report of the Affirmative Action Committee be approved:

(a) That the Board of Education for the City of Hamilton apply to the Ministry of Education for the 1988 grant under the Affirmative Action/Employment Equity Incentive Fund.

(b) That the Board of Education for the City of Hamilton apply to Ministry of Education for the grant - Summer Experience '88 - Affirmative Action in School Boards program, at no cost to the Board.

3. That the Image of the Finance Department be adopted.
4. That the role description and competency model for the Superintendent of Finance be adopted.
5. That the proposed organization structure and department responsibilities for the Finance Department be approved as presented.
6. That the position of Controller be established.
7. That the salary of Controller be equivalent to the Assistant Superintendent.
8. That the Superintendent of Finance be authorized to proceed with implementation of the reorganization.
9. (a) That the Image of the Special Services Department be adopted.
(b) That the role description for Assistant Superintendent of Special Services be adopted.
(c) That the Board take action to post for the position of Assistant Superintendent of Special Services with interviews by the Personnel and Organization Committee and appointment by the Board to take place as soon as possible.
10. That the Board of Education for the City of Hamilton support the resolution from the Metropolitan Toronto School Board on its stand on Bill 70 relating to Continuing Education Teachers.
11. That Ronald Kennedy be appointed to the position of Assistant Superintendent of Staffing (Human Resources) on a three year, non-renewable term contract, and that the functions of the position be re-evaluated at that time.
12. That the Proposed Re-organization of Curriculum and Special Services be approved for implementation, effective September 1988.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented to the members.

(a) That the following teachers be appointed to the Permanent Staff, effective as shown, with salary according to schedule:

Linda Geddes, 1988 04 21 (elementary)
Wendy Hutton, 1988 05 12 (secondary)
Patricia Ormerod, 1988 04 01 (secondary)

(b) That the following Teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Shirley Aslanian-Schulz, 1988 05 16 to 1988 06 30 (elementary)
John Bradley, 1988 03 21 to further notice (secondary)
Lynda Bucciero, 1988 04 05 to 1988 06 30 (.5) (elementary)
William Gemmell, 1988 02 11 to 1988 03 31 (elementary)
Donna Griffith, 1988 02 12 to 1988 03 11 (secondary)
Sherry Halla, 1988 03 21 to further notice (elementary)
Janette Heaven, 1988 04 13 to further notice (elementary)
Beverley Lasky, 1988 02 22 to 1988 06 30 (.5) (elementary)
Diane Lumsden, 1988 05 02 to 1988 06 30 (elementary)
Nancy McMullan, 1988 03 21 to further notice (elementary)
Judith Meertens, 1988 04 18 to 1988 06 30 (elementary)
Ursula Vander Ploeg, 1988 03 24 to 1988 06 30 (elementary)
Doris Viastikopoulos, 1988 02 22 to 1988 03 21 (elementary)
Timothy Webb, 1988 02 15 to 1988 03 11 (secondary)

(c) That the appointment of Carolyn MacCallum to the Occasional Staff, approved at the February meeting, be changed from .5 to .7, effective 1988 03 24.

(d) That Vicki Bayne be appointed to the probationary Educational Assistant Staff, effective 1988 03 28, with salary according to schedule.

(e) That the resignations of the following Principals, who are retiring on superannuation, effective 1988 06 30, be accepted with regret, and that the Board's retirement gratuity be paid to each:

Georgia J. Mair (elementary)
C. Benedict Pounder (secondary)
Allen A. Van Fleet (secondary)
J. Douglas Watson (secondary)

(f) That the resignations of the following Teachers, who are retiring on superannuation, effective 1988 06 30, be accepted with regret, and that the Board's retirement gratuity be paid to each:

Orval S. Bell (secondary)
Marlene Bohn (elementary)
Patricia E. Dolan (elementary)
Mary Hamilton (secondary)
F. Brian Hickox (secondary)
Donald Jagger (elementary)
Jacobus Kooy (secondary)
Graham McCallum (secondary)
Verna Neil (elementary)
David F. Smith (secondary)
Michael Starodub (secondary)
Stanley Streker (secondary)
Joyce Stewart (elementary)
June Wood (elementary)

(g) That the resignation of Joan Brown, Teacher, who is retiring on superannuation, effective 1988 06 30, be accepted with regret. (elementary)

(h) That the resignation of William Woodland, Principal, effective 1988 08 31, be accepted with regret. (secondary)

(i) That the resignations of the following Teachers, effective 1988 08 31, be accepted with regret:

David Hampton (secondary)
Deborah Smith (elementary)

(j) That the resignations of the following persons from the Educational Assistant Staff, be accepted, effective as shown:

W. Joan Altorf, 1988 06 29 (elementary)
Jessica E. Hume, 1988 03 25 (elementary)

(k) That the following staff members be confirmed in their appointments to the following positions stated below, effective as shown:

Dennis Haynes, Assistant Department Head (Business),
1988 02 01 (secondary)
David Maddocks, Elementary Vice-Principal, 1988 04 15
John E. Ophoven, Elementary Principal, 1988 04 15
Mildred Vasilak, Head of Department (Business),
1988 02 01 (secondary)

(l) That Roberta Agnew, Secondary School Clerical and Secretarial Staff, be assigned to the position of Administrative

Assistant - Secondary Schools, (Administrative Category 17 - maximum \$33,926 per annum), on a temporary basis for one year, effective 1988 04 11, with salary according to the salary schedule.

(m) That Marilyn Wilson, Secondary School Clerical and Secretarial Staff, be returned from a Personal Leave of Absence, effective 1988 04 04.

(n) That the following Teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Jean Donaldson, 1988 09 01 (secondary)
Diane Durney, 1988 09 01 (secondary)
Linda Evans, 1988 09 01 (secondary)
Lorne Evans, 1988 09 01 (secondary)
Marguerite Kula, 1988 09 01 (elementary)
Marion Liscombe, 1988 03 28 (elementary)
Elizabeth McQueen, 1988 05 06 (elementary)
Lillian Somerville, 1988 05 02 (elementary)
Lauren Tindall, 1988 09 01 (elementary)
Kerri Wall-Wilson, 1988 04 06 (elementary)

(o) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with the conditions governing Maternal Leave:

Patricia Bromwich, 1988 05 02 to 1988 08 26 (elementary)
Shawn Duthie, 1988 05 09 to 1988 08 31 (elementary)
Dorothy Gruggen, 1988 09 12 to 1989 01 06 (elementary)
Frances Pacey, 1988 06 01 to 1988 08 31 (elementary)

(p) That Monica Vicencio-Gonzalez, School Social Worker, be granted a Maternal Leave of Absence, effective 1988 04 18, in accordance with the Employment Standards Act.

(q) That Darlene MacDonald, Secondary School Clerical and Secretarial Staff, be granted a Maternal Leave of Absence, effective 1988 05 02, in accordance with the Employment Standards Act.

(r) That the requests of the following Teachers for Maternal Leaves of Absence, be granted in accordance with the conditions governing Maternal Leave, and that these Leaves of Absence be followed by Leaves for Parental Reasons, effective as shown:

Lucy Manno, 1988 06 13 to 1988 12 31 (elementary)
Wendy Martin, 1988 05 23 to 1988 10 07 (elementary)

Betty Steinbock, 1988 05 02 to 1988 12 31 (elementary)
Dorothy White, 1988 09 01 to 1989 01 31 (secondary)

(s) That the effective dates of the Maternal Leave of Absence, granted to Diana Lew at the January meeting, be changed to 1988 03 07 to 1988 07 01. (secondary)

(t) That the requests of the following Teachers for Personal Leaves of Absence, effective as shown, be granted:

Brian Burditt, 1988 09 01 to 1989 08 31 (elementary)
Jutta Busch, 1988 09 01 to 1989 08 31 (elementary)
Laurie Gregory, 1988 03 28 to 1988 08 31 (elementary)
Kathleen Henderson, 1988 09 01 to 1989 08 31 (elementary)
Geza Kocsis, 1988 09 01 to 1989 08 31 (secondary)
Alan A. Moorhead, 1988 09 01 to 1989 08 31 (elementary)
Beverley Pesoton, 1989 02 01 to 1989 08 31 (secondary)

(u) That Lise Hannon, Educational Assistant Staff, be granted a Personal Leave of Absence (.5), effective 1988 04 11 until 1988 06 29.

(v) That the requests of the following Teachers for extensions of their Personal Leaves of Absence, effective 1988 09 01 to 1989 08 31, be granted:

Joanne Cunliffe (elementary)
Carola Lane (elementary)
Mary Stewart (elementary)

(w) That the timetable of Sylvia Mackrory be increased from .5 to 1.0, effective 1988 04 02 to 1988 06 30. (elementary)

(x) That the increase of Diane Parente's timetable from .5 to 1.0, approved at the November meeting, be extended to 1988 06 30. (elementary)

(y) That the Memorandum of Agreement between the Board of Education for the City of Hamilton and O.P.E.I.U., Local 527, dated 1988 03 22, pertaining to Educational Assistants and Lunchroom Aides be approved.

(z) That the resignation of Adrienne McBride, Teacher, who is retiring on superannuation, effective 1988 08 31, be accepted with regret. (elementary)

(aa) That Kathleen Griffiths, Secondary School Clerical and Secretarial Staff, be granted a Maternal Leave of Absence, effective 1988 07 25 until 1988 11 18, in accordance with the Employment Standards Act, and to be followed by a Personal Leave of Absence, effective 1988 11 21 until 1989 02 17.

(bb) That the request of Gerald Price for an extension of his Leave of Absence in order to serve as President of OSSTF, District 8, effective 1988 09 01 to 1989 08 31, be granted.

(cc) That the request of Kim McCulloch for an extension of his Leave of Absence in order to serve as Vice-Principal of the Provincial Executive of OSSTF, effective 1988 09 01 to 1989 08 31, be granted.

(dd) That the request of Peter Costello for a Long Term Disability Leave of Absence, effective 1988 04 18, be granted (secondary).

(ee) That the requests of the following Teachers for extensions of their long term Disability Leaves of Absence, effective 1988 09 01, be granted:

C. Jean Cutbill (elementary)
Norval Redpath (elementary)
Victoria Williams (elementary)

(ff) That the following timetable changes be granted, effective as shown:

Rita Knapp, from 0.5 to 0.75, 1988 04 13 (elementary)
Noreen Sim, from 0.5 to 1.0, 1988 04 05 to further notice
(elementary)
Kimberley Stewart, from 0.5 to 1.0, 1988 04 11 to 1988 06 30
(elementary)

Respectfully submitted,

MARY CAYE CLARKE,
Chairman

Board Room.
1988 04 14

ADDENDUM

The following motion was considered at the in-camera session of the Personnel and Organization Committee and was LOST.

1. That no action be taken on the position of Principal, Continuing Education, at this time.

REPORT OF THE BOARD'S NEGOTIATING COMMITTEE

Present: Miss Helen Detwiler (Chairman), Trustee Van Horne.

Officials Present: Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. Ron Kennedy (Area Superintendent), and Miss Debbie Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the Memorandum of Agreement between the Board of Education for the City of Hamilton and the Ontario Secondary School Teachers Federation, District 8, dated 1988 04 11, pertaining to Continuing Education Teachers be approved.

2. That the Memorandum of Agreement between the Board of Education for the City of Hamilton and the Canadian Union of Public Employees, Local 1344 dated 1988 04 20, pertaining to the amendment of Article 12.09 in the 1987-89 Collective Agreement be approved.

Respectfully submitted,

HELEN DETWILER,
Chairman

Committee Room
1988 04 11

Appendix G

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
DISTRICT 8, O.S.S.T.F.**

**RE: CONTINUING EDUCATION TEACHERS
OF CREDIT COURSES**

The terms of this Memorandum shall apply only to certificated teachers teaching credit courses in summer and evening school, and tutoring students in credit courses in the Independent Home Study program at Adult Education Centres.

This Memorandum shall for the duration of the contract replace Article 16 of the Collective Agreement and shall be effective upon the date the Memorandum is ratified by the parties. The parties agree that the sole terms and conditions of employment applying to the aforementioned teachers shall be as provided for in this Memorandum.

This Memorandum shall be attached as an appendix to and shall form part of the Collective Agreement between the Board and District 8.

The parties enter into this Memorandum without prejudice to their rights as they may be affected by subsequent amendment to the Education Act/Regulations, The School Boards and Teachers Collective Negotiation Act (Bill 100), or any other enactment.

The parties agree to recommend this memorandum to their principals.

Signed this 11th day of April, 1988

**ON BEHALF OF THE
BOARD**

**ON BEHALF OF
DISTRICT 8, O.S.S.T.F.**

Article 16.01

Certificated teachers employed to teach credit courses in the summer school program of the Board during the months of July and August shall be designated as the summer school staff which shall include Co-Principals of summer school.

Article 16.02

Certificated teachers employed to teach credit courses in the evening school program of the Board shall be designated as the evening school staff which shall include Supervisors and Assistant Supervisors of evening school.

Article 16.03

A "certificated teacher" means a teacher:

- a) who holds a valid certificate of qualification as a teacher in a secondary school in Ontario
- b) who holds a letter of standing granted by the Minister under the Education Act, or
- c) in respect of whom the Minister has granted a letter of permission under the Education Act.

Article 16.04**SUMMER AND EVENING SCHOOL ASSIGNMENTS**

When hiring certificated teachers to teach credit courses in the summer and evening school programs, the Board shall give preference in the following order to applications for employment:

- (i) to members of the Branch Affiliate under the terms of Article 6.06(a) of the Collective Agreement
- (ii) to members of the Branch Affiliate having recall rights under the terms of Article 6.10(f) of the Collective Agreement
- (iii) to members of the Branch Affiliate having recall rights under the terms of Article 6.13(d) of the Collective Agreement
- (iv) to persons employed in the preceding school year on the Board's summer and evening school staff
- (v) to other members of the Branch Affiliate and occasional teachers

Article 16.05**JOB OPPORTUNITY NOTICE**

- (i) The Board shall post a notice by April 1st in each secondary school and the education centre inviting applications from members of the Branch Affiliate to teach credit courses in the summer school program.
- (ii) The Board shall post a notice by June 1st in each secondary school and the education centre inviting applications from members of the Branch Affiliate to teach credit courses in the evening school program for the ensuing school year.

Article 16.06

- (i) The Board shall deduct in accordance with legislation Federation fees from each pay from certificated teachers teaching credit courses in summer school, evening school, and Independent Home Study programs, and remit them in the regular manner to the Ontario Teachers' Federation. The Federation shall notify the Board as to the amount of such fees.
- (ii) The Board shall also deduct a monthly membership levy from the salary of these continuing education teachers. The Branch Affiliate shall advise the Board as to the amount of the monthly membership levy.
- (iii) The Branch Affiliate agrees to indemnify and save the Board harmless from any claims, suits, attachments, and any form of liability as a result of such deductions in 16.06 (i) and (ii).

Article 16.07

Teaching staff of Summer School shall be paid as follows

- | | |
|---|---------|
| (i) Teachers - New Credit Course | \$2,530 |
| - Remedial Course - 1 course | \$1,265 |
| 2 courses | \$2,530 |
| (ii) Co-Principals of Summer School | \$1,640 |
| (iii) Subject Co-ordinator | \$2,530 |
| (iv) The above rates of pay shall be pro-rated if the teacher is employed for less than the full summer school period or in the case of Co-Principals employed for less than half of the full period. | |

Article 16.08

Teaching staff of Evening School shall be paid as follows
effective February 1, 1988:

- (i) Certificated Teachers of Credit Courses \$23.00 per hour
- (ii) A teacher shall receive a special allowance, over and above the regular rate of pay, equal to one-half (1/2) hour's pay for each evening taught while the registered class enrolment is 25 or more students. If the registered class enrolment drops below 25 students the special allowance shall be deleted. Registered class enrolments shall be monitored on a regular basis by the Supervisor of Evening School and the Supervisor of Continuing Education.
- (iii) Supervisors of Evening School \$3,514
- (iv) Assistant Supervisors of Evening School \$3,155
- (v) A Supervisor or Assistant Supervisor employed for less than the full evening school year (ending March 31), shall be paid a prorata amount.

Article 16.09

Wherever an Evening School continues after March 31, the Supervisor, Assistant Supervisor, or both, shall be paid a prorata amount for supervisor duties after March 31.

Article 16.10

The Principal of a Secondary School in which an Evening School is held shall receive \$401 per year effective September 1, 1987 as nominal head of the Evening School.

Article 16.11

Continuing Education teachers tutoring students in credit courses in Independent Home Study programs at Adult Education Centres:

- (a) Rate of pay - \$23.00 per hour effective February 1, 1988.
- (b) Employee Benefits (For those teachers who are regularly employed for 25 hours per week or more, effective the first day of the month following ratification.)

- (i) An employee may elect, in writing, to subscribe to the following benefit plans. An employee not subscribing to these benefit plans at the time of the open enrolment, may apply for coverage at a later date by making written application and providing evidence of insurability satisfactory to the carriers.
- (ii) The Board will contribute 65% of the premium cost of the following plans for those teachers who are not otherwise covered by his or her spouse:

O.H.I.P.

Semi-Private Hospital Care

Extended Health (Vision Care up to \$100 every two years)

(Hearing Aids - \$500 every five years)

Dental Plan (equivalent to Blue Cross Plan #9)

Basic Group Life Insurance

- (iii) Basic Group Life Insurance will provide life insurance in the amount of two (2) times annual salary up to a maximum of \$50,000 (disability coverage not included).
 - (iv) Dental Plan - The Board will contribute 65% of the premium cost of the Dental Plan (with benefits equivalent to Blue Cross Plan No. 9). A claimant will be reimbursed 65% of the cost of the insured services (not to exceed 65% of the 1987 O.D.A. rate schedule).
- (c) Maternal Leave (In accordance with the Employment Standards Act)
- (i) The Board shall not terminate the employment of or lay off an employee who is entitled to a leave of absence under subsection (ii), but the Board may require the employee to commence a leave of absence pursuant to subsection (ii) at such time as the duties of her position cannot reasonably be performed by a pregnant woman or the performance of her work is materially affected by the pregnancy.
 - (ii) An employee who is pregnant and who has been employed by the Board for a period of at least twelve months and eleven weeks immediately preceding the estimated day of her delivery whether such employment commenced before or after the coming into force of the Act, shall be entitled upon her application therefore to a leave of absence for at least seventeen weeks from her employment

or such shorter leave of absence as the employee may request commencing during the period of eleven weeks immediately preceding the estimated day of her delivery.

- (iii) Notwithstanding subsection (ii) and subject to subsection (vi), where the actual date of her delivery is later than the estimated day of her delivery, the leave of absence shall not end before the expiration of six weeks following the actual date of her delivery.
- (iv) The employee shall give the Board two weeks notice in writing of the day upon which she intends to commence her leave of absence and furnish the Board with the certificate of a legally qualified medical practitioner stating that she is pregnant and giving the estimated day upon which delivery will occur in his opinion.
- (v) Subject to subsection (iv), an employee may, with the consent of the Board, shorten the duration of the leave of absence requested under subsection (ii).
- (vi) An employee may shorten the duration of the six week period mentioned in subsection (iii) upon giving the Board one week's notice of her intention so to do and furnishing the Board with the certificate of a legally qualified medical practitioner stating that she is able to resume her work.
- (vii) An employee who does not apply for leave of absence under subsections (ii) through (vi) inclusive, and who is otherwise entitled to pregnancy leave thereunder, shall be entitled to and shall be granted a leave of absence in accordance with subsections (ii) through (iv) inclusive upon providing the Board before the expiry of two weeks after she ceased to work with a certificate of a legally qualified medical practitioner stating that she was not able to perform the duties of her employment because of a medical condition arising from her pregnancy, and giving the estimated day upon which, in his opinion, delivery will occur or the actual date of her delivery.
- (viii) An employee who intends to resume her employment on the expiration of a leave of absence granted to her under this article shall so advise the Board and on her return to work the Board shall reinstate the employee to her position or provide her with alternative work of a

comparable nature at not less than her wages at the time her leave of absence began without loss of seniority or benefits accrued to the commencement of her leave of absence.

- (ix) The Board shall continue to contribute its share towards the premium cost of the teacher's employee benefits - O.H.I.P., Blue Cross Semi-Private, Extended Health, Group Life and Dental during the period of statutory maternal leave up to a maximum of 17 weeks.

(d) Sick Leave

Effective the first day of the month following date of ratification, teachers who are regularly employed for 25 hours per week or more will receive 2 days sick leave per working month with a maximum accumulation of 60 days.

(e) Bereavement Leave

For absence occasioned by the death of a relative, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account:

- (a) For a period not exceeding five consecutive days (spouse, son, daughter).
- (b) For a period not exceeding four consecutive days (mother, father).
- (c) For a period not exceeding three consecutive days (sister, brother, mother-in-law, father-in-law, guardian, dependent).
- (d) For a period not exceeding two consecutive days (son-in-law, daughter-in-law, fiancé).
- (e) For a period not exceeding one day (grandparent, sister-in-law, brother-in-law, aunt, uncle, nephew, niece, cousin).

NOTE: In clauses (a), (b) and (c) above, the absence on the day of death is not included in the calculation of the leave. Under unusual circumstances additional leave without loss of salary may be granted by the Director of Education and the Business Administrator and such additional leave shall be deducted from the Sick Leave Credit Account:

- (a) for travel time,

- (b) in the case of the death of other persons.
- (c) for other extenuating circumstances

Article 16.12

In addition to the rates of pay in Articles 16.07, 16.08, 16.09 and 16.11 Continuing Education teachers shall receive 4% vacation pay.

Article 16.13

The only articles of the Secondary Collective Agreement (1987/88) preceding this Appendix applying to continuing education teachers as defined in this Memorandum shall be as follows:

Article 1 - Recognition

1.01

1.02 Amend in Master Agreement to become 1.02 (i)

1.02 (ii) Add in Master Agreement

The sole terms and conditions of employment under this Agreement applicable to certificated teachers teaching credit courses in summer school, evening school, and Independent Home Study programs shall be as set out in Appendix G of this Agreement.

Article 2 - Purpose

2.01

2.02

2.03

2.04

Article 3 - General Terms

3.01

3.02

3.03

3.04

3.06

3.07

3.08

Article 4 - Management Rights

4.01

Article 14 - Promotions**14.01****Article 26 - Evaluation****26.01 (i) (ii)****26.03 (i) (ii) (iii)****Article 27 - Just Cause****27.01 (i)**

27.01 (ii) The termination of a contract under 27.01 (i) shall not be the subject of a grievance beyond Step 2 of the Grievance Procedure unless the teacher is:

(a) employed under permanent contract in the Board's regular day school program

or

(b) employed in the Independent Home Study Program and has 2 or more years' service with the Board.

27.02**27.03****27.04****Article 28 - Grievance Procedure****28.01****28.07****28.02****28.08****28.03****28.09****28.04****28.10****28.05****28.11****28.06****28.12****Article 31 - Amendments****31.01****31.02****Article 32 - Term of the Agreement****Appendix B****Appendix F**

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
LOCAL 1344, C.U.P.E.**

RE: Amendment to Article 12.09 of the Collective Agreement

The parties agree that Article 12.09 of the current Collective Agreement 1987-89) shall be amended to read:

“In the event a seniority employee is subject to layoff the employee shall, before vacancies are posted in accordance with Article 12 and starting with the most senior person who is subject to layoff, be given an opportunity to transfer to a vacant job within the bargaining unit, providing it is not a promotional opportunity nor an increase in regularly scheduled hours of work. This clause shall not apply to an employee who has acquired seniority under Appendix I (i) of the Collective Agreement and is subsequently displaced from the casual assignment.”

This amendment shall be subject to ratification by the Union and the Board, and shall be effective upon date of ratification.

The parties agree to hold ratification meetings before May 15, 1988.

Signed this 20th day of April, 1988.

**ON BEHALF OF
LOCAL 1344, C.U.P.E.**

**ON BEHALF OF
THE HAMILTON BOARD
OF EDUCATION**

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 04 25.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Allen, Cunningham, Deans, Desmarais, Kennedy, Mulholland, Rogers, and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Superintendent of Finance and Treasurer), McKague (Superintendent of Curriculum & Special Services), Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Kelly (Superintendent of Schools - Area Two), Stockwell (Superintendent of Schools - Area Three), Ms. Gillie (Superintendent of Schools - Area Four), Shewfelt (Manager, Accounting and Budget).

The Board meeting was called for the purpose of reviewing the Radwanski Report.

The members in attendance waited the mandatory twenty minutes but because there was a lack of quorum, the meeting adjourned at 19:25 hours.

Adopted as presented.

.....
Chairman

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 04 26.

The Board met.

Present: Mrs. Ruth Van Horne (Chairman), Trustees Allen, Barker, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Whiteman.

Official Present: Mrs. S. Rogers (Administrative Secretary [and Secretary pro tem]).

The Chairman called the special in-camera meeting of the Board to order to interview the three candidates on the short-list for the position of Director of Education and Secretary.

Moved by Mrs. Bell, seconded by Mr. Hicks: That Shirley Rogers, Administrative Secretary, be appointed Secretary pro tem. Carried.

The Chairman reminded the members of the Search Procedures approved by the Board, 1988 03 17, in which the final interviews would be one hour in length, open forum for questions and conducted by the full Board. The members agreed with the Chairman's suggestion that at the conclusion of the last interview, references and background information would be provided on the three candidates, after which the decision for the successful candidate would be reached by ballot.

Each candidate was then interviewed at his appointed time. The Chairman then shared with the members the pertinent information on each candidate after which the vote was taken by ballot, resulting in the following motion:

Moved by Mrs. Deans, seconded by Canon Rogers: That Mr. Keith Rielly be appointed to the position of Director of Education and Secretary, on a five year contract,

renewable, effective 1988 08 01, with salary according to schedule and that a mutually accepted contract, approved by the Board, be entered into. Carried.

Moved by Canon Rogers, seconded by Mr. Mulholland: That the ballots be destroyed. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 05 05.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Allen, Barker, Baskin, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Lowe, Mulholland, McMurrich, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Beveridge, (Superintendent of Curriculum, Special & Educational Services, designate), Shewfelt (Manager, Accounting and Budget), Forrester (Superintendent of Schools - Area One), Stockwell (Superintendent of Schools - Area Three), Sinclair (Manager, Personnel & Employee Relations, and Mrs. Rogers (Administrative Secretary).

The Chairman called the meeting to order and introduced Mr. George Gyet and Mr. John Beard, two guests from England visiting the Hamilton Board of Education.

Mrs. Van Horne then stated the purpose of this meeting was to consider three items and asked Mr. Krever to proceed.

Mr. Krever informed the members he would like approval on the search procedures for the position of Associate Director of Education in order to distribute the posting for this position beginning Friday, 1988 05 06. The applications could then be returned by May 13 with interviews being held by the Personnel & Organization Committee on Wednesday, May 18 and ratified at the Board meeting on May 19th. It is being recommended this posting be advertised internally.

Moved by Mrs. Deans, seconded by Canon Rogers: That the process for the search and appointment of the Associate Director of Education for the Board of Education for the City of Hamilton be adopted. Carried.

Mr. Krever then informed the members of the Sir Winston Churchill situation and stated he would like approval from the Board for the Director, the Chairman and Vice-Chairman of the Board to approach the Minister of Education to clarify some details in light of the Metropolitan Toronto situation.

Comments and concerns were expressed by the members of the Board and lengthy debate followed. It was clarified by Mrs. Van Horne that further information will be forthcoming. Mrs. Lowe suggested involving the Board's legal counsel when the meeting with the Minister takes place.

Moved by Mrs. Clarke, seconded by Mr. Whiteman: In view of the developments in other centres in the Province of Ontario, an exploratory meeting be set up with the Minister of Education, the Director and Chairman of the Board of Education for the City of Hamilton, in concert with the Hamilton Board's legal advisors, to determine the implications to secondary school space in Hamilton and the proposed transfer to the Hamilton-Wentworth Roman Catholic Separate School Board. Carried.

Mr. Mulholland asked to be recorded as being opposed to the motion.

ELEMENTARY/SECONDARY

Mr. Krever reviewed the report regarding the agreement with the Wentworth County Board of Education.

Moved by Mrs. Lowe, seconded by Mrs. Deans: That the agreement between the Board of Education for the City of Hamilton and Wentworth County Board of Education re Sherwood Secondary School be approved. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**MEMORANDUM OF AGREEMENT
BETWEEN
THE WENTWORTH COUNTY BOARD OF EDUCATION
AND
THE BOARD OF EDUCATION FOR THE CITY OF
HAMILTON**

Dealing with the conditions and obligations arising from the placement of resident pupils in Wentworth County at Sherwood Secondary School in the City of Hamilton.

1. This initial agreement shall be for a period of five years subject to renewal annually for a further five-year period by mutual consent of the Board of Education for the City of Hamilton, The Wentworth County Board of Education, District 8, O.S.S.T.F. and District 36 O.S.S.T.F., effective upon date of signing.
2. By mutual consent of both parties pupils with resident pupil status in Wentworth County shall be placed in Sherwood Secondary School, beginning September 6, 1988.
3. Subject to the annual renewal of the Agreement, it is the intent of the parties to provide these pupils with resident pupil status in Wentworth County and placed in Sherwood Secondary School with the opportunity to complete their secondary school education at Sherwood Secondary School.
4. Secondary teachers in the employ of The Wentworth County Board of Education and members of District 36 O.S.S.T.F. - Wentworth may be "seconded" to staff of Hamilton secondary schools under the following terms:
 - 4.1 Secondment shall mean that those teachers seconded shall work under the general direction and employment conditions applying to other Hamilton Board teachers, and the working conditions of Article 24 of the Collective Agreement between District 8 O.S.S.T.F. - Hamilton and The Board of Education for the City of Hamilton, while receiving salary and benefits from the Wentworth County Board of Education in accordance with the Collective Agreement between The Wentworth County Board of Education and District 36 O.S.S.T.F. - Wentworth.

- 4.2 The period of the secondment shall be for one (1) school year with the option to renew for an additional year by the mutual consent of the teacher and the Directors of Education for The Wentworth County Board of Education and The Board of Education for the City of Hamilton, to a maximum of five (5) years.
- 4.3 The number of seconded teachers shall not exceed the quotient of the number of pupils placed at Sherwood from Wentworth divided by 16.3, rounded down to the next whole number.
- 4.4 The Board of Education for the City of Hamilton shall make available to The Wentworth County Board of Education a number of postings equal to the number of teachers to be seconded. This article shall not preclude the Boards of Education from designating surplus teachers in accordance with the regulations under Bill 30 governing the extension of funding to separate school boards, nor shall it limit the rights of designated teachers to re-employment with the original Board.
- 4.5 For the duration of the Agreement between the Boards and any renewal of the Agreement, both Boards shall, for a period of one year, offer to teachers under probationary or permanent contract, for whom no teaching position exists within the employing Board, vacant positions for which they are qualified before seeking external candidates.
- 4.6 The Board of Education for the City of Hamilton shall endeavor to make the number of postings at Sherwood Secondary School equal to the number of teachers to be seconded.
- 4.7 The actual number of postings made available to The Wentworth County Board of Education at Sherwood shall be not less than 80% of the number of teachers to be seconded.
- 4.8 Additional postings will be made available, either at Sherwood Secondary School or other secondary schools until the number of agreed upon secondments has been attained.
5. A Wentworth County Vice-Principal may be placed in Sherwood on an "on-loan" basis, in addition to those teachers "seconded" as provided in this Agreement. The Board of Education for the City of Hamilton shall not be billed for the salary and fringe benefit costs of the Vice-Principal. The "on-loan" Vice-Principal shall work under the employment

conditions of The Board of Education for the City of Hamilton but The Wentworth County Board of Education shall be responsible for payment of all salaries and fringe benefits.

The period of the "on-loan" shall be for one (1) school year with the option to renew for an additional year by the mutual consent of the teacher and the Directors of Education for The Wentworth County Board of Education and The Board of Education for the City of Hamilton, to a maximum of five (5) years.

6. The Wentworth County Board of Education agrees to pay the non-resident fee charged by The Board of Education for the City of Hamilton for those students placed at Sherwood Secondary School by The Wentworth County Board of Education.
7. The Board of Education for the City of Hamilton agrees to reimburse The Wentworth County Board of Education for the salaries and fringe benefit costs of the seconded teachers.
8. If there is a serious problem with teaching performance, service or discipline of a seconded teacher, then the teacher shall be returned to The Wentworth County Board of Education, normally at the end of the school year.
9. This Agreement shall be attached as an Appendix to the Collective Agreement between The Board of Education for the City of Hamilton and District 8 O.S.S.T.F., and as an Appendix to the Collective Agreement between The Wentworth County Board of Education and District 36 O.S.S.T.F. and each party agrees to include this Agreement or amended Agreement into this and each subsequent Collective Agreement as applicable. This Agreement shall be subject to the grievance procedure of the appropriate Collective Agreement, as the case applies. District 8 O.S.S.T.F. shall have carriage of any grievance lodged against The Board of Education for the City of Hamilton under the Collective Agreement between those parties; and District 36 O.S.S.T.F. shall have carriage of any grievance lodged against The Wentworth County Board of Education under the Collective Agreement between those parties.

**SIGNED FOR
THE WENTWORTH COUNTY
BOARD OF EDUCATION**

**SIGNED FOR
THE BOARD OF EDUCATION FOR
THE CITY OF HAMILTON**

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 05 19.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Superintendent of Finance and Treasurer), Kelly (Superintendent of Schools, Area Two), Stockwell (Superintendent of Schools, Area Three), Ms. Gillie (Superintendent of Schools, Area Four), Rothwell (Superintendent of Schools, Area Five), Lavoie (Superintendent of Schools - French as a First Language), Orlando (Superintendent of Plant), Shewfelt (Manager, Accounting and Budget), Sinclair (Manager, Personnel and Employee Relations), Ms. Rappolt (Assistant Superintendent of Curriculum) and Mrs. Rogers (Administrative Secretary).

Seventy-five students from the City Wide Junior Choir performed for the members, under the direction of Linda Bosela and Jane Easden, and accompanied by Doug Scott. Introductions were made by Trustee McMurrich, and thanks on behalf of the Board were expressed by Trustee Cunningham.

The minutes of the last regular meeting of 1988 04 21, and special meetings of 1988 04 25 and 1988 04 26 were adopted as presented.

Communications from Michael Wilson, Minister of Finance responding to the Board's concerns on sales tax, the Kent County Roman Catholic Separate School Board requesting the Board to petition the Minister of Health, Jake Epp, to provide legislation requiring ingredient labelling of foods, and the Association of Large School

Boards in Ontario requesting the name of a voting delegate for the C.S.T.A. Annual Conference in Ottawa, were read to the members. The first communication was received and ordered filed.

Moved by Mrs. Deans, seconded by Mrs. Lowe: That the Board of Education for the City of Hamilton support the request from the Kent County Roman Catholic Separate School Board to petition the Honourable Jake Epp to provide legislation requiring ingredient labelling of foods sold in fast food outlets and catering services, and urge the Federal government to pass the Private Members Bill introduced by Sheila Copps, M.P. Carried.

Moved by Mr. Kennedy, seconded by Mr. Allen: That Trustee Ray Mulholland be the voting delegate for the Hamilton Board of Education at the C.S.T.A. Annual Convention to be held 1988 07 07-10 in Ottawa. Carried.

Committee reports were presented as follows:

Operations Management Committee - regular and special - Mr. McMurrich

Personnel and Organization Committee - regular and special - Mrs. Clarke

Board's Negotiating Committee - Miss Detwiler

Moved by Mr. McMurrich, seconded by Canon Rogers: That the General Part of the report of the Operations Management Committee be adopted.

Trustee Vine expressed her opposition to the Board subsidizing a trip to London, England, as shown in the special report.

In light of clause 15 of the report, Trustee Barker did not vote nor debate on the report due to possible conflict of interest.

With respect to clause 3, Trustee Allen apprised the members of a recent conference he had attended, and he assured the members it is a strong intention of the Ministry to develop day care centres.

The report was then adopted.

Moved by Mrs. Clarke, seconded by Mr. Paquin: That the General Part of the report of the Personnel and Organization Committee, and the special reports, be adopted.

With respect to clause 1(c), Trustee Detwiler extended the good wishes of the Board to Miss Edworthy on her upcoming marriage.

Trustee Deans remarked that while she supported Mr. Kilby's appointment as Principal of Continuing Education, she will miss his expertise.

The report was then adopted.

Congratulations were extended by the Chairman to Mr. Allan Stockwell on his appointment as Associate Director.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That the General Part of the report of the Board's Negotiating Committee be adopted.

Trustees Vine and Deans did not vote nor debate on the report due to possible conflict of interest.

The report was adopted.

In pursuance of the notice he gave at the last regular meeting it was moved by Mr. Hicks and seconded by Mrs. Bell: That effective September 1st, 1988, smoking on all Hamilton Board of Education property be totally banned.

Trustee Hicks spoke at length on some of the background work undertaken by the committee and other areas of concern, such as the health hazards of second-hand smoke, the rights of non-smokers, ventilation, and the setting of an example for the students in the system. Trustee Hicks agreed the issue is a sensitive one and implementation and enforcement will be concerns, but the Board is at a point where it is time for a total ban.

Trustee Vine hoped there will be programmes made available to employees requesting assistance.

Trustee Deans considered the motion to be unrealistic, and steps should be taken to educate students and staff, and help smokers to quit. Trustee Lowe agreed trustees cannot legislate for all people, and she did not support the motion as well, but Trustee Kennedy maintained that an educational system should have a smoking ban.

Trustee Allen supported the motion as it will allow the Board to articulate a policy, and while Trustee Clarke supported the spirit of the motion, she asked what was meant by "property". She envisioned problems if employees must remove themselves from the property.

Trustee Bell remarked on the number of other school Boards that have successfully undertaken a total ban, and this Board should do this as well.

Trustee Whiteman felt the ban is worth a try, and help should be offered to staff who may need it.

Trustee Detwiler admitted she did not support this before, but she would this evening. She did not envision any problems with enforcement and the staff will do what is requested.

Trustee Cunningham agreed it is a matter of education and it is not fair to legislate.

Moved in amendment by Mrs. Clarke, seconded by Mr. Paquin: That the motion be amended as follows: "Smoking in all Hamilton Board of Education buildings and vehicles" be banned.

Trustee Hicks felt this changed the intent of the original motion, but the Chairman accepted the amendment as it was not contrary to the motion on the floor.

Trustee Deans did not think the amendment was realistic, but Trustee Clarke felt this would be the best way to deal with a ban.

Trustee Hicks urged the trustees not to compromise and to show leadership as an educational institution. This will produce mixed messages.

The amendment was put to a vote and was defeated. The original motion was then adopted.

Trustee Vine requested the issue of the Board funding smoking cessation programmes be immediately considered, but a two-thirds majority vote of the members was not obtained.

Under New Business, the members were reminded of the Staff Retirement Tea to be held on Monday evening, June 6th, 1988.

FRENCH LANGUAGE

Presentation of report - Mr. Paquin.

Moved by Mr. Paquin, seconded by Mrs. Barker: That the report of the French Language Education Council be adopted. Carried.

ELEMENTARY/SECONDARY

A notes of thanks from the family of J. Harvey Williams for the Board's expression of sympathy and a letter of thanks to the staff and students of Lake Avenue School from F. Di Trapani, representing the Riverdale East and West Communities, for the school's participation in the creek clean-up in Stoney Creek were read to the members.

These were received and ordered filed.

Moved by Mr. McMurrich, seconded by Miss Cunningham: That the Elementary/Secondary Part of the report of the Operations Management Committee, and the special report, be adopted. Carried.

Moved by Mrs. Clarke, seconded by Mrs. Bell: That the Elementary/Secondary Part of the report of the Personnel and Organization Committee, and the special report, be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE EDUCATION COUNCIL

Present: H. Paquin (Chairman); Trustees Barker and Desmarais.

Officials Present: R. Lavoie (Superintendent of Schools - French-as-a-First Language), R. Orlando (Superintendent of Plant), D. Kelterborn (Administrative Officer, Business Services), S. Wilson (Supervisor of Transportation).

The Council recommends:

1. That Tammy Lacoursiere be appointed to the probationary Secondary School Clerical and Secretarial Staff, (Level 1 - maximum \$362.74 per week), effective 1988 05 02, with salary according to the Collective Agreement.

2. That the resignation of Renee Ringuette, Teacher, effective 1988 08 31, be accepted with regret.

3. That the request of Jocelyne Clutterbuck, Teacher, for an extension of her Personal Leave of Absence, effective 1988 09 01 to 1989 01 31, be granted.

4. That the Board rescind the Leave of Absence granted to Alan Boyd for the 1989-1990 school year, effective 1989 09 01 to 1990 08 31, and approve his request to withdraw from the Salary Holdback Plan ("Four Over Five").

5. That the 1988-1989 School Year Calendar be accepted as presented. (See Pages 138 and 139)

6. That Issam Massouh be appointed Acting Principal of Georges P. Vanier Secondary School, effective 1988 09 01, with salary according to schedule.

Respectfully submitted,

HUBERT PAQUIN,
Chairman

Committee Room,
1988 05 03

REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE

SIXTH REPORT

Present: Robert McMurrich (Chairman); Trustees Deans, Desmarais, Detwiler, Lowe and Van Horne.

Also Present: Trustees Barker, Baskin, Clarke, Cunningham, Kennedy, Mulholland, Paquin, Vine and Whiteman.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. J. Penner (Superintendent of Finance and Treasurer), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Mr. B. Orlando (Superintendent of Plant), Mr. F. Kelly (Superintendent of Schools - Area Two), Mr. R. Lavoie (Superintendent of Schools - French-as-a-First-Language), Ms. G. Rappolt (Assistant Superintendent of Curriculum), Mr. O. Jackson (Supervisor - Research Services), Mr. D. Kelterborn (Administrative Officer - Business Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the report from the officials re: condition of Hamilton Board's fields be received for information.

2. That the 8 existing portables at R. A. Riddell be demolished and replaced with 8 new portables at an approximate cost of \$225,000 to be paid out of Capital Reserves.

3. That the Board of Education for the City of Hamilton approach the Ministry of Education for funds for the addition of a Day Care Centre to the new elementary school being built in Block 79.

4. That the following recommendations of the Director of Education be approved:

(a) (i) That a cheque be issued in the amount of \$700 to the Hamilton and District Home Builders' Association for awards to students of the Board of Education for the City of Hamilton: and

(ii) That a cheque be issued in the amount of \$700 to the Board of Education for the City of Hamilton for awards to students in subject areas related to construction in accordance with Board approval.

5. That the report on the Investment of Short Term Funds be received for information.

6. That the report on Cash Flow be received for information.

7. That the following recommendations from the Cafeteria Report be approved:

(a) That Beaver Foods continue to operate Barton, Delta, Glendale, Sherwood plus G.P. Vanier Schools as per Option 1 as shown on page 28 of the agenda.

(b) That V.S. Services continue to operate Hill Park, Scott Park, Sir Allan MacNab, Sir J. A. Macdonald, Sir. W. Churchill, Westdale, Westmount and the Education Centre as per Option 3 shown on page 28 of the agenda.

8. That Bell Cairn School and site be declared surplus to the Board's needs and be sold in accordance with Ministry regulations with the understanding that the Board will not require additional accommodation to replace Bell Cairn School in this attendance area within ten years of the date of disposal.

9. That additional funds from the Capital from current account be provided in the amount of \$25,000 to set up Phase I of the Area 3 office accommodation at Elizabeth Bagshaw School for September, 1988.

10. That the pupil tuition fee schedule for the school year 1988/1989 be approved as presented:

**CASH TUITION FEE SCHEDULE
FOR THE SCHOOL YEAR ENDING JUNE 30, 1989**

	Fees	
	Annual	Monthly
Elementary Panel		
Residents of Ontario		
Grade classes (including Junior Kindergarten, Kindergarten and French Immersion)	\$1,270	\$127
Special Classes		
*Assessment	5,080	508
Auditorily Impaired	3,180	318
Autistic	5,080	508
*Behavioural Exceptionalities	4,760	476
*Gifted	1,520	152
*Language & Speech Improvement	3,810	381
*Learning Disabilities	4,760	476
Limited Vision	3,180	318
*Opportunity	2,380	238
Orthopaedic	3,180	318
Trainable Retarded	3,330	333

*only available to students whose fees are paid by the Ministry of Education

Non-Residents of Ontario		
Grade Classes (including Junior Kindergarten, Kindergarten and French Immersion)	\$4,650	\$465
Special Classes - Grade Class fee times applicable high cost factor		

Secondary Panel

Residents of Ontario		
Grade Classes (including French as First and Second Languages [Immersion])	\$1,760	\$176
Special Classes		
*Gifted	2,110	211
Orthopaedic	4,400	440
Vocational	2,520	252

Non-Residents of Ontario		
Grade Classes (including French as First and Second Languages [Immersion])	\$6,020	\$602
Special Classes - Grade Class fee times applicable high cost factor		

11. That the following recommendations regarding the appointment of an architect for the new elementary school in Block 79 be approved:

(a) That the firm of Moeller and Hassel be engaged to design and supervise construction of the new elementary school in Block 79.

(b) That the Superintendent of Plant be authorized to prepare and sign the necessary agreements.

(c) That consideration be given to the possibility of adding a day care centre to the new school in Block 79.

12. That the following recommendations regarding the appointment of an architect for renovations to Fairfield and Robert Land Schools be approved:

(a) That Joseph Singer be engaged for the renovations for Fairfield and Robert Land Schools.

(b) That the Superintendent of Plant be authorized to prepare and sign the necessary agreements.

13. That the solicitor's fee of Evans, Philp for the period January 1, 1988 to March 31, 1988 in the amount of \$21,174.15 be paid.

14. That the following report of the Special Education Advisory Committee be approved:

(a) That the Category A Schools, as defined in the Report of the SEAC Sub-Committee on Accessibility (October, 1987), display an international wheelchair sign that is visible from the street.

15. That transportation be provided for students attending Georges-P.-Vanier living beyond two miles from the school, effective 1988 09 01.

16. That the Transportation Committee be reconstituted for 1988 with the same number of members as in 1987, to be named by the Chairman of the Board to review the report of the French Language Education Council re: transportation of students, Georges-P.-Vanier and to study secondary school student transportation in the City of Hamilton.

17. That the following report of the Communications Advisory Committee be approved:

(a) That the following three surveys relative to the evaluation of the Board's public relations programme be adopted:

(i) Market Survey - written survey to the parents of students who have transferred into this system;

(ii) Public Survey - random telephone survey of 300 households;

(iii) Staff Survey - written survey to every tenth staff member in the system.

Respectfully submitted,

ROBERT McMURRICH,
Chairman

Board Room,
1988 05 10

ADDENDUM

The following motion was considered at the May meeting of the Operations Management Committee on 1988 05 10 and was LOST:

GENERAL

(a) That the matter of transportation for students over age 21 at Vincent Massey School be referred to the Transportation Committee.

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

SIXTH REPORT

Present: Mary Caye Clarke (Chairman); Trustees Mulholland, Paquin, Whiteman and Van Horne.

Also Present: Trustees Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, McMurrich and Vine.

Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), D. B. Sinclair (Manager, Personnel and Employee Relations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Superintendent of Curriculum, Special and Educational Services [designate]), J. Forrester (Superintendent of Schools - Area 1), F. Kelly (Superintendent of Schools - Area 2), A. Stockwell (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), D. Rothwell (Superintendent of Schools - Area 5, R. Lavoie (Superintendent of Schools - French-As-A-First-Language), R. Orlando (Superintendent of Plant), G. Rappolt (Assistant Superintendent of Curriculum), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the resignation of John M. Duncan, Staff Assistant - Research Services Department, who is retiring on superannuation, effective 1988 06 30, be accepted with regret, and that the Board's retirement gratuity be paid.

(b) That the resignations of the following Cleaning Staff, for the purpose of retirement, be accepted with regret effective as shown, and that the Board's retirement gratuity be paid to each:

Regina G. Krok, 1988 09 30 (elementary)

Constance R. Mancini, 1988 12 31 (secondary)

(c) That the resignation of C. Joan Edworthy, Supervisor, Secretarial Services, be accepted with regret, effective 1988 09 02.

(d) That the resignations of the following Clerical Staff, be accepted with regret, effective as shown:

Angela Gaspari, 1988 05 02

Judith A. Taylor, 1988 04 29

(e) That Ingrid Scott be appointed to the position of Library Assistant (BLS), (Administrative Category 21 - \$30,251 maximum per annum), effective 1988 09 01, with salary according to the salary schedule.

(f) That Kathy MacDonald, Clerical Staff, be promoted to the position of Secretary, Co-operative Education, (Category C - maximum \$408.00 per week), effective 1988 05 02, with salary according to the salary schedule.

(g) That Laura Labate, Clerical Staff, be returned from a Personal Leave of Absence, effective 1988 05 09.

(h) That the resignation of Lorraine M. Pugh, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 06 30, and that the Board's retirement gratuity be paid. (secondary)

(i) That the resignation of Janine Malyjasiak, Cleaning Staff, be accepted with regret effective 1988 04 20. (elementary)

(j) That the effective date of the Maternal Leave of Absence, granted at the April meeting to Barbara Murdoch, Clerical Staff, be changed to 1988 05 09.

(k) That Joanne Kendall, Clerical Staff, be granted a Maternal Leave of Absence, effective 1988 06 20, in accordance with the Employment Standards Act.

2. That Murray Kilby be appointed to the position of Acting Principal of Continuing Education, effective 1988 09 01, with salary according to schedule.

3. That Paul Shewfelt be appointed to the position of Controller, effective 1988 05 20, with salary according to schedule.

4. That the Personnel Training Report be received as presented.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That Gladys Elian be transferred to the Permanent Staff, effective 1988 06 01, with salary according to schedule. (elementary)

(b) That the following Teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Martin Drobot, 1988 03 08 to 1988 06 30 (secondary)
Mary Kathryn Evans, 1988 05 02 to 1988 06 30 (elementary)
Mary Lynn Fleming, 1988 03 28 to 1988 05 06 (elementary)
Barbara Francis, 1988 05 24 to 1988 06 30 (elementary)
Trisha Hallford, 1988 02 29 to 1988 06 30 (elementary)
Janette Heaven, 1988 05 30 to 1988 06 03(.5)
1988 06 06 to 1988 06 30(.6) (elementary)
Helen Hubar, 1988 04 13 to 1988 06 30 (elementary)
Janice MacLeod, 1988 04 07 p.m. to 1988 04 25 (1.0)
1988 04 26 to 1988 05 06 (.5)
1988 05 09 to further notice (1.0) (elementary)
James Muckle, 1988 04 28 to 1988 06 30 (elementary)
Edward Nickerson, 1988 04 11 to 1988 06 30 (secondary)
Ronald Vickers, 1988 03 07 to further notice (secondary)
Francesco Zavarella, 1988 04 06 to further notice (elementary)

(c) That the appointment of Diane Lumsden to the Occasional Staff, approved at the April meeting, be rescinded. (elementary)

(d) That Janie Johnson be appointed to the probationary Secondary School Clerical and Secretarial Staff, (Level 1 - maximum \$362.74 per week), effective 1988 04 25, with salary according to the Collective Agreement.

(e) That the resignations of the following teachers, who are retiring on superannuation, effective 1988 06 30, be accepted with regret, and that the Board's retirement gratuity be paid to each:

Lillian Bastarache (secondary)
Patricia Crockett (elementary)

(f) That the resignation of Kathleen Shepherd, Elementary School Clerical and Secretarial Staff, for the purpose of retirement, be accepted with regret effective 1988 09 01, and that the Board's retirement gratuity be paid.

(g) That the resignations of the following Teachers, effective 1988 08 31, be accepted with regret:

Rene Blanchette (elementary)
Anne Cliffe (secondary)
Josephine Fleming (elementary)
Judith Harris (elementary)
Biruta Kwapisinski (elementary)

(h) That Dave Didur be returned from Leave of Absence and assigned teaching duties, effective 1988 09 01. (secondary)

(i) That Elizabeth Unruh be returned from Leave of Absence and assigned teaching duties, effective 1988 05 30. (secondary)

(j) That Susan Bouchard, Elementary School Clerical and Secretarial Staff, be returned from a Maternal Leave of Absence, effective 1988 05 10.

(k) That the requests of the following Teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with the conditions governing Maternal Leave:

B. Jane Couper, 1988 09 01 to 1988 12 31 (secondary)
Kathleen Penny, 1988 09 01 to 1988 12 28 (elementary)
Anne Trivers, 1988 09 01 to 1988 12 28 (elementary)

(l) That the effective dates of the Maternal Leave of Absence, followed by a Parental Leave of Absence granted to Elizabeth Steinbock at the April meeting, be changed to 1988 04 11 to 1988 12 31.

(m) That the Maternal Leave of Absence for Darlene MacDonald, Secondary School Clerical and Secretarial Staff, approved at the April meeting, be changed to commence 1988 04 18.

(n) That the request of Cathy Court for a Parental Leave of Absence, effective 1988 05 18 to 1988 08 31, be granted. (elementary)

(o) That the requests of the following Teachers for Personal Leaves of Absence, effective 1988 09 01 to 1989 08 31, be granted:

Lori Firstbrook (elementary)
Marcia J. Greenfield (elementary)
Elizabeth Rolland (secondary)
Jean Simpson (elementary)

(p) That the requests of the following Teachers for Long Term Disability Leaves of Absence, effective as shown, be granted:

Naomi Elvins, 1988 01 18 (elementary)
Nancy Meyer, 1988 06 02 (elementary)

(q) That Irene Eke, Elementary School Clerical and Secretarial Staff, be granted a Personal Leave of Absence, effective 1988 05 08 until 1988 08 26.

(r) That the request of Dave Allen for an extension of his Leave of Absence in order to serve as Vice-President of O.S.S.T.F., District 8, effective 1988 09 01 to 1989 08 31 (full time), be granted.

(s) That the request of Carl Ouellette for an extension of his Leave of Absence in order to serve as O.S.S.T.F. District Benefits Information Officer, effective 1988 09 01 to 1989 08 31 (.5), be granted.

(t) That the requests of the following Teachers for extensions of their Leaves of Absence, effective as shown, be granted:

Rhonda Chaimovitz, 1988 09 01 to 1989 08 31 (elementary)
Patricia Force, 1988 09 01 to 1988 12 31 (elementary)
Janice A. Galivan, 1988 09 01 to 1989 08 31 (secondary)
Diane McKenzie, 1988 09 01 to 1989 08 31 (elementary)
Sharon Paterson, 1988 09 01 to 1989 08 31 (elementary)

(u) That the Personal Leave of Absence (.5) for Lise Hannon, Educational Assistant, approved at the April meeting, be changed to be effective 1988 04 11 until 1988 04 29, to be followed by a Personal Leave of Absence (full time), effective 1988 05 02 until 1988 06 29.

(v) That the request of Carl Ouellette to relinquish his position as Acting Head of Department (Technical Studies), effective 1988 09 01, be granted.

(w) That the timetable of Diane Zolinski, Teacher, be increased from 2/3 to 3/3 (full time Semester 2), effective 1988 02 22. (secondary)

(x) That the effective dates of the appointment of Lynn Sheddton to the Occasional Staff, approved at the February meeting, be changed to 1987 12 15 to 1988 05 02 (1.0), 1988 05 03 to 1988 06 30 (.5). (elementary)

(y) That the following Teachers be appointed to the position of Acting Head of Department, effective 1988 09 01, with salaries according to schedule:

John Bald (Business Education) (secondary)
Leigh Cockburn (Visual Arts) (secondary)
Jacqueline Norris (Languages) (secondary)
Philip Scordino (Technical Education) (secondary)
Franz Weresch (Technical Education) (secondary)

(z) That the following Teachers be appointed to the position of Acting Assistant to the Head of Department, effective 1988 09 01, with salaries according to schedule:

Elaine Crawford (Business Education) (secondary)
Robert Laidlaw (Technical Education) (secondary)
Wayne Young (Technical Education) (secondary)

(aa) That the request of Tanya Moore, Teacher, for an Adoption Leave of Absence, effective 1988 04 27 to 1988 08 31, be granted. (elementary)

(bb) That Kelly Preocanin, Secondary School Clerical and Secretarial Staff, be granted a Maternal Leave of Absence, effective 1988 10 10, in accordance with the Employment Standards Act.

(cc) That Gail Glenney-Burke, Adjustment Counsellor, be granted a Maternal Leave of Absence, effective 1988 09 06, in accordance with the Employment Standards Act.

(dd) That the request of Malcolm Buchanan for an extension of his Leave of Absence, effective 1988 09 01 to 1989 08 31, in order to serve on the O.S.S.T.F. Provincial Secretariat, be granted. (secondary)

(ee) That the following Vice-Principals be appointed to the position of Acting Principal of a Secondary School, effective 1988 09 01, with salaries according to schedule:

Paul Murphy (Vocational)
Nancy Nicholls (Composite)
Gordon Perrault (Composite)

(ff) That Braden Knowles, Academic Assistant to the Principal in a Secondary School (Vocational), be appointed to the position of Acting Principal of a Secondary School (Vocational), effective 1988 09 01, with salary according to schedule.

(gg) That the following staff be appointed to the position of Acting Vice-Principal of a Secondary School, effective 1988 09 01, with salary according to schedule:

Barry Combe, Leland Currie, Paul Gordon, Elizabeth Jazvac

2. That the requests regarding the "Four Over Five" Plan be approved.

(a) That approval be granted for the request of Robert Chapman for a Leave of Absence under the Salary Holdback Plan, ("Four Over Five"), for the second semester of the 1991-1992 school year, effective 1992 02 01 to 1992 08 31, subject to the 1987-1988 Secondary School Collective Agreement.

(b) That approval be granted for the request of Dave Didur for a Leave of Absence under the Salary Holdback Plan ("Four Over Five"), for the second semester of the 1990-1991 school year, effective 1991 02 01 to 1991 08 31, subject to the 1987-1988 Secondary School Collective Agreement.

(c) That approval be granted for the request of Gerri Yachetti to change the dates of her Leave of Absence under the Salary Holdback Plan ("Four Over Five"), of the 1987-1988 Secondary School Collective Agreement, from the 1988-1989 school year to the 1989-1990 school year, effective 1989 09 01 to 1990 08 31.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman

Board Room
1988 05 10.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Mr. R. McMurrich (Chairman), Trustees Deans, Desmarais, Detwiler, Rogers and Van Horne.

Also Present: Trustees Bell, Barker, Baskin, Clarke, Cunningham, Hicks, Kennedy, Mulholland, Paquin, Vine and Whiteman.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. P. Beveridge (Superintendent of Curriculum, Special & Educational Services [designate]), Ms. P. Gillie (Superintendent of Schools - Area Four), Mr. D. Rothwell (Superintendent of Schools - Area Five), Mr. B. Orlando (Superintendent of Plant), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. D. B. Sinclair, (Manager, Personnel & Employee Relations), Mrs. S. Rogers (Administrative Secretary)

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the seven teachers supervising the trip of Grade 9-13 students from Barton and Hill Park to Quebec City, Quebec, 1988 05 04-07 approved at the November meeting each receive \$120 for their expenses.

(b) That the following trip requests be approved:

(i) Barton/Hill Park, Grades 9-13, Orillia (National Music Camp), 1988 05 25-29 (Wednesday to Sunday)

(ii) Hill Park, Grades 10-13, London, England, 1989 03 16-26 (Thursday to Sunday)

(iii) Sir Winston Churchill, Special Needs Students, Valens Conservation, 1988 05 19-20 (Thursday to Friday)

(iv) Westmount, Grades 11-12, Outdoor Education, Algonquin Park, 1988 05 12-15 (Thursday to Sunday)

(v) Westmount, Grades 11-12, Outdoor Education, Algonquin Park, 1988 05 19-22 (Thursday to Sunday)

(vi) C.B. Stirling, Grade 6, Outdoor Education, Camp Wanakita, 1988 06 12-15 (Sunday to Wednesday)

(vii) Lynwood Hall Children's Centre, Outdoor Education, Rockwood Conservation Area, 1988 06 01-03 (Wednesday to Friday)

(viii) Vincent Massey, Sr. T.R., Outdoor Education, Valens Conservation Area, 1988 06 06-07 (Monday to Tuesday)

(ix) Vincent Massey, Sr. T.R., Outdoor Education, Valens Conservation Area, 1988 06 09-10 (Thursday to Friday)

Respectfully submitted,

Mr. R. MCMURRICH,
Chairman.

Board Room,
1988 05 19

**REPORT OF THE
SPECIAL MEETING OF THE
PERSONNEL AND ORGANIZATION COMMITTEE**

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Bell, Hicks, Mulholland, Paquin, Whiteman and Van Horne.

Also Present: Trustees Barker, Baskin, Deans, Desmarais, Detwiler, Kennedy, Rogers and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. D. Rothwell (Superintendent of Schools - Area Five), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. D. B. Sinclair (Manager, Personnel & Employee Relations), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

(a) That the request of Richard Binns to relinquish his position as Supervisor of Curriculum and Instruction (Science), effective 1988 08 31, be granted.

(b) That the following staff be appointed to the position of Coordinator, on an acting basis, effective 1988 09 01, with terms and conditions of employment subject to the Collective Agreement with the appropriate Branch Affiliate:

Frank Cooke (History)
David Didur (Computer Studies)
Bruce Hosking (Visual Arts)

(c) That Allan Stockwell be appointed to the position of Associate Director of Education, for a five-year term (renewable), effective 1988 08 01, with salary according to schedule.

ELEMENTARY/SECONDARY

(a) That the following Teachers be appointed to the position of Acting Head of Department, effective 1988 09 01:

Patricia L. Fulton (Geography)
Alex N. Komarniski (Geography)
David Simpson (History)

(b) That H. Lynn Costello be appointed to the position of Speech/Language Pathologist, (MA Level - maximum \$41,782 per annum), with a one year probationary period, effective 1988 09 01, with salary according to schedule. (elementary)

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1988 05 19

**REPORT OF THE
BOARD'S NEGOTIATING COMMITTEE**

Present: Miss Helen Detwiler (Chairman), Trustee Van Horne.

Officials Present: Mr. Bruce Sinclair (Manager, Personnel and Employee Relations), Mr. Ron Kennedy (Assistant Superintendent - Staffing) and Miss Debbie Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the Collective Agreement between the Board of Education for the City of Hamilton and the Ontario Secondary School Teachers' Federation, District 8, reached 1988 05 04, pertaining to Secondary Occasional Teachers be approved.

Respectfully submitted,

HELEN DETWILER,
Chairman.

Committee Room
1988 05 04.

COLLECTIVE AGREEMENT

between

**THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

herinafter referred to as “the Board”

and

**ONTARIO SECONDARY SCHOOL
TEACHERS’ FEDERATION, DISTRICT 8**

herinafter referred to as “the Union”

(SECONDARY OCCASIONAL TEACHERS)

ARTICLE 1 - RECOGNITION

1.01

The Board recognizes the union as the exclusive bargaining agent for all occasional teachers while employed by the Board in the secondary panel.

ARTICLE 2 - PURPOSE

2.01

The parties to this Agreement shall make every effort to maintain a harmonious relationship between the Board and its occasional teachers and shall co-operate to the fullest extent in an endeavour to provide the highest quality of educational services.

2.02

It is the purpose of this Agreement to make herein provisions for terms of employment for occasional teachers and an orderly method of settling grievances which may arise from time to time.

2.03

In accordance with the Ontario Human Rights Code, nothing in this Agreement shall discriminate against any occasional teacher because of race, ancestry, place of origin, colour, ethnic origin, creed, sex, age, record of offences, marital status, family status or handicap.

ARTICLE 3 - DEFINITIONS**3.01**

“Occasional Teacher” shall bear the meaning given it in the Education Act, as amended from time to time.

3.02

For the purpose of this Agreement, a Long Term “Occasional Teacher” shall mean an occasional teacher who is employed for a period of twenty (20) or more consecutive teaching days as a replacement for one teacher employed under a permanent or probationary contract.

3.03

For the purposes of this Agreement, a Short Term “Occasional Teacher” shall mean an occasional teacher employed by the Board to teach on a day to day basis.

3.04

“Director” means the Board’s Director of Education.

3.05

“Superintendent” means such Superintendent as may from time to time be assigned by the Board.

3.06

“Business Administrator” means the Board’s Superintendent of Finance and Treasurer.

ARTICLE 4 - MANAGEMENT RIGHTS**4.01**

Save and except to the extent specifically modified or curtailed by any provision(s) of this Agreement, the right and responsibility to manage the business of the Board and its schools is vested solely and exclusively in the Board. The Board agrees that it will not exercise any of its rights in a manner inconsistent with the terms and provisions of this Agreement or inconsistent with the prevailing statutes governing education in the Province of Ontario.

ARTICLE 5 - NO STRIKE OR LOCK-OUT**5.01**

There shall be no strike or lock-out so long as this Agreement continues to operate. The terms "strike and lock-out" shall be as defined in the Ontario Labour Relations Act.

ARTICLE 6 - UNION'S NEGOTIATING COMMITTEE**6.01**

For purposes of collective bargaining, the Board shall recognize a Union Negotiating Committee, comprised of four (4) bargaining unit employees and a maximum of two (2) representatives of the O.S.T.F.

ARTICLE 7 - UNION MEMBERSHIP AND DUES CHECK-OFF**7.01**

All bargaining unit employees shall have the option of becoming or refraining from becoming a member of the Union. All new bargaining unit employees shall become and remain members of the Union.

7.02

The Board agrees as required by s.43 of the Ontario Labour Relations Act to deduct regular monthly union dues from the wages of each employee in the bargaining unit.

7.03

The amount of union dues to be deducted monthly shall be determined by the Union in accordance with its constitution and made in writing to the Board 15 days after the ratification of this agreement. The union shall provide, in writing, reasonable notice to the Board of any change in the monthly deductions.

7.04

The amount of Union dues deducted in 7.02 shall be remitted to the Treasurer of the Provincial O.S.S.T.F. within 30 days of the dues being deducted. Remittances shall be accompanied with a list identifying the employees, their S.I.N. numbers, the amounts deducted and the number of days worked.

7.05

Upon proof to the satisfaction of the Board that the Union is authorized by its constitution to assess a membership levy, the Board shall deduct the authorized amount from the pay of all union members.

7.06

The Union shall indemnify and save the Board harmless from any claims, suits, attachments and any form of liability as a result of such deductions authorized by the Union.

ARTICLE 8 - RATES OF PAY**8.01 (A)**

A short term occasional teacher shall receive:

Effective February 1, 1988 - \$105.00 per day

Effective February 1, 1989 - \$112.00 per day

8.01 (B)

An employee who does not hold Ministry certification as a teacher shall be paid:

Effective February 1, 1988 - \$ 86.00 per day

Effective February 1, 1989 - \$ 92.00 per day

8.02

A long term occasional teacher shall be paid on the secondary salary grid for contract teachers in accordance with his/her qualifications and approved teaching experience, prorated per day based on the annual grid salary divided by the total number of teaching days in the school year. The change in the pay formula for prorating under this Article shall be implemented effective September 1, 1988.

8.03

Category placement based on the qualifications of a long term occasional teacher shall be determined under the O.S.S.T.F. Certification Chart recognized for contract teachers.

8.04

Allowance for an additional year of teaching experience on the salary grid for a long term occasional teacher shall be granted for each complement of one hundred and sixteen (116) days of occasional teaching completed in one school year.

Placement on the grid based on the number of years of approved teaching experience shall be determined as of September 1st of the school year.

8.05

For a partial day, the salary of an occasional or supply teacher shall be prorated in the same proportion that the partial day bears to a full day.

8.06 (A)

A long term occasional teacher who is scheduled to work when there is a professional activity day shall be paid for that day provided that the long term occasional teacher participates in the scheduled professional activities. It is recognized that an occasional teacher may not be scheduled to work the non-instructional days at the end of the school year.

8.06 (B)

Participation in a professional activity day shall not count as a teaching day towards qualifying as a Long Term Occasional Teacher under Article 3.02; nor will it be considered to have interrupted the continuity of the occasional teaching assignment under Article 3.02.

8.07

An occasional teacher shall be paid no later than the 15th day of the month following for the preceding month providing the employee submits a timesheet on or before the last teaching day of the pay month to the Payroll Department.

8.08

If an occasional teacher is assigned to substitute for a continuing education teacher teaching credit courses in evening and/or summer school programmes, the occasional teacher shall be paid the prevailing rate of pay for such assignment.

ARTICLE 9 - VACATION PAY**9.01**

Vacation pay (4%) and statutory holiday pay (3%) shall be deemed to be included in the rates of pay under Article 8 of this Agreement.

ARTICLE 10 - BENEFIT PAYMENT

Effective February 1, 1989, an extended occasional teacher shall be paid an additional \$3.00 per day taught in lieu of benefits. The amount shall be paid at the end of the teacher's extended occasional assignment.

ARTICLE 11 - SICK LEAVE**11.01**

Long term occasional teachers shall be entitled to two (2) days sick leave credits per teaching month or partial month to cover absence from work without loss of pay for reasons of personal illness. Sick leave credits shall not be accumulative beyond June 30th of the school year.

11.02

In the case of personal illness for more than 3 consecutive working days, the Board will require a certificate, acceptable to the Board, from a qualified medical practitioner.

11.03

If a long term occasional teacher is appointed to the probationary or permanent staff of the Board for the ensuing school year without an intervening break in employment, then the employee shall carry forward as a credit any accumulative sick leave balance as of the preceding June 30th.

ARTICLE 12 - BEREAVEMENT LEAVE**12.01**

A long term occasional teacher shall be granted bereavement leave without loss of salary or deduction of sick leave credits in accordance with the following schedule:

- (a) For a period not exceeding five consecutive days (spouse, son, daughter).
- (b) For a period not exceeding four consecutive days (mother, father).
- (c) For a period not exceeding three consecutive days (sister, brother, mother-in-law, father-in-law, guardian, dependent).
- (d) For a period not exceeding two consecutive days (son-in-law, daughter-in-law, fiancé).
- (e) For a period not exceeding one day (grandparent, sister-in-law, brother-in-law, aunt, uncle, nephew, niece, cousin).

NOTE: In clauses (a), (b) and (c) above, the absence on the day of death is not included in the calculation of the leave.

ARTICLE 13 - JURY DUTY OR SUBPOENA**13.01**

A long term occasional teacher who is absent from work by reason of a summons to serve as a juror, or a subpoena as a witness in any proceedings to which the long-term occasional teacher is not a party or one of the persons charged, shall be paid the difference between the normal earnings and the payment received as a juror or as witness. It is understood that such payment by the Board shall only be made for the period that the occasional teacher would have otherwise been employed on the occasional teaching assignment.

ARTICLE 14 - OCCASIONAL TEACHER LIST**14.01**

The Board shall prepare a list of all occasional teachers who have been approved by the Board to teach in the secondary panel, showing names, subjects in which the occasional teacher is qualified and capable of teaching, and the schools or geographical areas in which the occasional is willing to teach. An up-to-date Occasional Teacher List shall be sent to the Union and schools on November 1 and March 1 of each year. Additions or deletions to the list shall be forwarded to the union from time to time.

14.02

Prior to being placed on the Occasional Teacher List, an applicant must submit, to the Board, proof of certification and/or all other required documentation by the Board.

14.03

Occasional teachers shall notify the Personnel Department of the Board in writing of any change of address or telephone number.

ARTICLE 15 - WORKING CONDITIONS**15.01**

The maximum assigned time within the school instructional timetable for teaching and other professional duties for an occasional teacher shall be in accordance with Article 24 of the Collective Agreement for contract teachers.

15.02

The principal shall ensure that each occasional teacher has reasonable access to classrooms, records, supplies and all other amenities necessary to perform the duties assigned.

ARTICLE 16 - DISCIPLINE AND DISCHARGE**16.01**

No employee shall be disciplined or discharged without just cause. Discipline shall mean a written reprimand or suspension. An employee whose name is removed from the supply teacher list may appeal the termination up to but not beyond Step 2 of the grievance procedure.

16.02

Each employee shall be provided in writing with a copy of all derogatory or disciplinary action which is placed in his/her file.

16.03

An employee shall have access to examine his/her personnel and evaluation files upon prior arrangement with the Personnel Department or the Principal.

ARTICLE 17 - GRIEVANCE PROCEDURE**17.01**

The Board and the Union agree that the designated grievance procedure as hereinafter set forth shall serve as and constitute that means to be utilized by the grievor for prompt disposition, decision, and a final settlement of a grievance arising in the respect of the interpretation, application, administration or alleged violation of the agreement, and the specifically designated grievance procedure shall be followed.

Wherever the term "grievance procedure" is used, it shall be considered as including the arbitration procedure.

17.02

Grievance shall mean a difference arising from the interpretation, application, administration or alleged violation of the Agreement.

17.03

All time limits referred to in the grievance procedure herein contained shall be deemed to be exclusive of Saturday, Sunday, or the holidays set forth in the regulations of the Ministry.

17.04

The parties to this Agreement agree that it is of importance to resolve grievances as quickly as possible. An employee with a grievance shall first discuss the matter with the principal and/or an official of the Board in an endeavour to resolve the grievance. An employee may have a representative of the Union accompany him to see the official of the Board. If the grievance is not satisfactorily resolved then the grievance procedure outlined below may be followed:

STEP NO. 1

The grievance shall be presented in writing to the Personnel Officer or designate within fifteen (15) days from the time the circumstances upon which the grievance is based were known or should have been known by the grievor. The written grievance shall identify the facts giving rise to the grievance, the section or sections of the Agreement claimed violated, and shall be signed by the grievor and countersigned by the representative of the Union. The Personnel Officer or designate shall inform the Union as soon as possible of the name of the official designated to hear the grievance. The designated official shall give the grievor a written decision no later than five (5) days after presentation of the written grievance to the Personnel Officer or his designate. If the decision is not satisfactory to the grievor, then the next step must be taken within five (5) days of the receipt of the written decision, but not thereafter.

STEP NO. 2

At this step the written grievance shall be presented to the Director or his designate within the aforesaid five (5) days of the receipt of the written decision at Step No. 1, but not thereafter. A meeting will be held between the representative of the Union together with the grievor, and the Director or his designate, within five (5) days of the presentation of the written grievance to the Director or his designate. The Director or his designate shall give the written decision to the representative of the Union and grievor within five (5) days of such meeting. If the written decision is not satisfactory to

the representative of the Union and the grievor, then the next step must be taken within five (5) days of the receipt of the written decision, but not thereafter.

STEP NO. 3

In the event the grievance is not settled at Step No. 2 the Union may request arbitration of the grievance by giving notice in writing to the Board within five (5) days of receipt of the written decision at Step No. 2 but not thereafter.

If a request for arbitration is not given within such five (5) day period, the decision at Step No. 2 shall be final and binding upon both parties to this Agreement, and upon any employee affected by it. The notice to arbitrate shall contain the name and address of the Union's nominee to the Board and shall also specify all of the outstanding issues of the written grievance to be dealt with by the Board of Arbitration, and the remedy sought. The Union shall be bound by the same and shall be restricted at arbitration to the issues presented by the notice. The Board of Education shall within ten (10) days advise the Union, in writing, of the name of its appointee to the Arbitration Board. The two appointees so selected, shall within ten (10) days of the appointment of the second of them, appoint a third person who shall be chairman. If the two appointees fail to agree upon a chairman within the time limit, the appointment shall be made by the Labour Relations Board. The request to the Labour Relations Board must be made within ten (10) days from the expiry of the date which the two appointees were to appoint a chairman.

17.05

The Arbitration Board shall hear and determine the matter and shall issue a decision which shall be final and binding upon the parties and upon any employee affected by it. The decision of the majority shall be the decision of the Arbitration Board, but if there is no majority decision, the decision of the chairman shall govern.

17.06

The Board of Arbitration shall not be authorized to add, delete, modify or otherwise amend the provisions of this Agreement, nor make any decision inconsistent with the provisions of this Agreement, not adjudicate any matter not specifically assigned to it by the notice to arbitrate specified in Step No. 3 of Article 17.04 thereof.

17.07

Each party hereto shall bear its own costs of, and incidental to, any such arbitration proceedings. The fees and charges of the chairman of the Board of Arbitration shall be borne equally by the parties hereto. Either party shall have the right to require the attendance of the grievor at the Arbitration hearing.

17.08

The time limits and other procedural requirements of this grievance procedure are mandatory. Any grievance not appealed from one step of the grievance procedure to the next within the specified time limit shall be deemed to be abandoned. If a respondent party fails to reply to a grievance within the designated time, the party having carriage of the grievance shall move to the next step of the grievance procedure. No matter may be submitted to arbitration which has not been properly carried through all previous steps of the grievance procedure within the time limit specified. The mandatory provisions of this grievance procedure may only be modified by the written agreement of the parties.

17.09

A settlement reached at any stage of the grievance procedure shall be final and binding upon both parties and the grievor.

17.10

If an individual grievance of an employee requires him/her to attend an Arbitration Hearing under Step 3 or Article 17.04 the employee shall be released from regular duty without loss of salary or benefits. If it is a group grievance, a representative of the grievors shall be allowed to attend the arbitration hearing under this article.

17.11**Union's Policy Grievance or Board Grievance**

If a problem arises between the Board and the Union under this Agreement, before a grievance is submitted in writing, representatives of the Board and the Union shall first discuss the matter in an endeavour to resolve the problem. If the matter has not been satisfactorily resolved, a Union policy grievance or a Board grievance

ance may be submitted to the Board or Union as the case may be, in writing within fifteen (15) days from the time the circumstances upon which the grievance is based were known or should have been known by the grievor. A meeting between the representatives of the Board and the Union shall be held within five (5) days of the presentation of the written grievance and shall take place in the framework of Step #2 of 17.04. The Board or the Union, as the case may be shall give its written decision within five (5) days of such meeting. If the decision is unsatisfactory to the grieving party, the grievance shall be submitted to arbitration within ten (10) days of the delivery of such written decision and the arbitration sections of the Agreement shall be followed.

The provisions of this Article 17.10 shall not be used by the Union to submit a grievance in which the circumstances giving rise to the grievance and the remedy sought pertain solely to an individual employee, which such employee could have submitted on his own.

ARTICLE 18 - EVALUATION

18.01

Any criteria established by the Board, or modification to existing procedures, for evaluation of occasional teachers shall be developed in consultation with the Union.

18.02

An Evaluation of an employee may be made at the discretion of the School Principal or Vice-Principal or appropriate Supervisory Officer.

18.03

Where the Evaluation involves observation of the employee's classroom teaching, the employee will, under normal circumstances, be given two day's prior notice.

18.04

Any Evaluation of an employee shall be made in writing and signed by the evaluator with a copy to the occasional teacher.

18.05

The occasional teacher will be given an opportunity to read the Evaluation, to sign it and to make any written comments the

MINUTES OF THE
SPECIAL IN-CAMERA MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 05 19.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Superintendent of Finance and Treasurer), Kelly (Superintendent of Schools, Area Two), Stockwell (Superintendent of Schools, Area Three) and Mrs. Rogers (Administrative Secretary).

Also Present: John Evans, Board's Solicitor.

The special in-camera meeting was called to order to update the members on a meeting held with the Minister of Education relative to the Sir Winston Churchill Secondary School situation.

Moved by Mrs. Clarke, seconded by Mrs. Barker: That the special "in-camera" meeting of the Board resolve into a Committee-of-the-Whole. Carried.

Moved by Miss Detwiler: That Robert McMurrich be Chairman of the Committee-of-the-Whole. Carried.

Trustee McMurrich assumed the Chair.

Discussion followed pertaining to the meeting with the Minister, and an update on the Board's appeal was presented by Mr. Evans.

Moved by Mrs. Clarke: That the meeting extend beyond 11:00 p.m. Carried.

Moved by Mr. Mulholland: That arrangements be made for negotiations to commence with representatives of the Board of Education for the City of Hamilton, the Hamilton Wentworth Roman Catholic Separate School Board and the Minister of Education relative to accommodation concerns, and under the terms established by the Board. Carried.

Moved by Mrs. Van Horne: That the Statement of Principles of the Board of Education for the City of Hamilton regarding its long term needs for accommodation be approved. Carried.

Moved by Mr. Kennedy: That the Committee-of-the-Whole now be dissolved and return to a special "in-camera" meeting of the Board. Carried.

Mrs. Van Horne then resumed the Chair.

Moved by Mr. McMurrich, seconded by Mr. Paquin: That the report of the Committee-of-the-Whole be adopted.

The report was unanimously approved.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 05 30.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Bell, Clarke, Cunningham, Deans, Desmarais, Hicks, Kennedy, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director), Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Kelly (Superintendent of Schools, Area 2), Stockwell (Superintendent of Schools, Area 3), Ms. Gillie (Superintendent of Schools, Area 4), and Mrs. Rogers (Administrative Secretary).

Moved by Mrs. Clarke, seconded by Mr. Hicks: That the Elementary/Secondary Part of the report of the special "in-camera" meeting of the Personnel and Organization Committee be adopted.

Trustees Deans and Vine declared possible conflicts of interest and did not vote nor debate on the report.

The report was then adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

REPORT OF THE SPECIAL "IN-CAMERA" MEETING OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Mary Caye Clarke (Chairman); Trustees Bell, Hicks, Mulholland, Paquin, Whiteman and Van Horne.

Also Present: Trustees Cunningham, Deans, Desmarais, Kennedy, Rogers and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director), Beveridge (Superintendent of Curriculum, Special and Educational Services - Designate), Kelly (Superintendent of School, Area 2), Ms. Gillie (Superintendent of Schools, Area 4), Stöckwell (Superintendent of Schools, Area 3), and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the contracts of the following Probationary Teachers be terminated, effective 1988 08 31:

Linda Arndt (secondary)	Joanne Ivey (elementary)
Alexandra Aziz (secondary)	Gabrielle Keire (secondary)
Paul Barber (secondary)	Robert Kendall (secondary)
Bruce Barrett (secondary)	Christopher Kostur (secondary)
Tammy Biggs (secondary)	Nancy Kowalchuk (elementary)
Barry Bodo (elementary)	John Liddell (secondary)
Celia Borges (secondary)	Loretta Lueloff (secondary)
Susan Brooker (elementary)	Katharine MacLean (secondary)
Janet Carmichael (secondary)	Deborah McAlpine (LP) (secondary)
Paul Clarke (secondary)	Rosemarie Mechel (secondary)
Anne Cliffe (secondary)	Terrence Micalleff (secondary)
Eduardo Cordero (secondary)	Andrea Mozarowski (secondary)
Arthur Cseresnyes (secondary)	Rhonda Neale (secondary)
Deborah Daca (secondary)	Richard Neufeld (secondary)
Kathryn Dilar (secondary)	Patricia Noel (secondary)
Katherine Dittrich (secondary)	Mark Novakovic (secondary)
Kenneth Durkacz (secondary)	Maria Pastore (elementary)
Joy Goddard (secondary)	Richard Pickett (secondary)
Paula Griffin (secondary)	Arlene Pidruczny (secondary)
Valerie Hall (elementary)	Jane Pilling (secondary)
Richard Hart (secondary)	Elaine Poot (secondary)
Douglas Holmes (secondary)	Marylyn Richter (secondary)

Marie Robbins (secondary)	Edward Sober (secondary)
Bernadette Ryan (secondary)	Karen Van Mourik (elementary)
Sebastiano Santucci (secondary)	Jane Vince (secondary)
Edith Schroedter (secondary)	Nancy Voyer (elementary)
Janice Scott (secondary)	David Waud (secondary)
Keitha Seneco (secondary)	Nellie Wong (secondary)
Wendy Sherwood (secondary)	Colleen Wray (secondary)
Ward Shipman (secondary)	Margaret Young (secondary)

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1988 05 30.

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 06 07.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy, McMurrich, Mulholland, Paquin, Rogers and Whiteman.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Superintendent of Finance and Treasurer), McKague (Superintendent of Curriculum and Special Services), Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Kelly (Superintendent of Schools, Area 2), Stockwell (Superintendent of Schools, Area 3), Lavoie (Superintendent of Schools, French as a First Language), Orlando (Superintendent of Plant), Ms. Rappolt (Assistant Superintendent of Curriculum), and Mrs. Rogers (Administrative Secretary).

The special meeting of the Board was called to order to consider the report of the Board's Negotiating Committee.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That the report of the Board's Negotiating Committee be adopted.

Trustee Detwiler was pleased to report on the agreement reached with the Hamilton Teachers' Federation. She commended the members of the teachers' negotiating team for their skill and flexibility.

Trustees Allen, Deans and Rogers declared possible conflict of interest and did not debate nor vote on the report.

The report was adopted.

The meeting then adjourned.

Adopted as presented.

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Chairman.

REPORT OF THE BOARD'S NEGOTIATING COMMITTEE

Present: Miss Helen Detwiler (Chairman), Trustee Van Horne.

Officials Present: Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. Ron Kennedy (Assistant Superintendent, Staffing), Miss Debbie Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the Board ratify the terms of the 1988-89 Collective Agreement reached with the elementary branch affiliates.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR
THE CITY OF HAMILTON
AND
THE BRANCH AFFILIATES
REPRESENTING STATUTORY MEMBERS OF
THE FEDERATION OF WOMEN TEACHERS'
ASSOCIATION OF ONTARIO
AND
THE ONTARIO PUBLIC SCHOOL
TEACHERS' FEDERATION
IN THE EMPLOY OF THE BOARD**

(1) The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

(2) The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.

(3) The term of the Collective Agreement shall be from September 1, 1988 until August 31, 1989.

(4) The parties agree to amend the terms of the 1987-88 Collective Agreement in accordance with the terms of Schedule "A".

Dated at Hamilton this 25th day of May, 1988.

ON BEHALF OF THE
BRANCH AFFILIATES

ON BEHALF OF
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

ARTICLE 8—SALARY GRID

8.01 Effective September 1, 1988 to August 31, 1989:

Yrs. of Expe- rience	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
0	\$17,448	\$18,925	\$19,971	\$24,913	\$26,274	\$28,311	\$29,897
1	18,553	20,151	21,305	26,274	27,747	30,010	31,707
2	19,615	21,299	22,565	27,630	29,218	31,707	33,521
3	20,643	22,420	23,797	28,988	30,688	33,406	35,330
4	21,704	23,590	25,059	30,344	32,160	35,105	37,145
5	22,743	25,071	26,781	31,707	33,632	36,806	38,956
6	26,416	26,781	28,027	33,068	35,105	38,506	40,767
7		28,568	29,822	34,426	36,579	40,202	42,577
8		31,581	32,098	35,788	38,048	41,900	44,388
9			33,207	37,145	39,521	43,597	46,204
10			37,256	38,506	40,995	45,298	48,016
11				41,674	44,166	49,831	53,227

Article 10 - Positions of Responsibility

10.01

(i) Effective September 1, 1988 until August 31, 1989:

Vice-Principals of Elementary Schools shall be paid in accordance with the following schedule:

Years of Experience
As A Vice-Principal

0	\$55,382
1	55,932
2	56,719

A teacher appointed as a Vice-Principal shall receive the minimum salary for the category. If, however, the teacher's salary before appointment equals or exceeds the minimum salary for the category of Vice-Principal, then the salary shall be increased on the date the appointment becomes effective by \$750 per annum, not to exceed the maximum.

(ii) Three additional Vice-Principals will be assigned to the elementary panel effective September 1, 1988.

10.02

- (i) Effective September 1, 1988 until August 31, 1989:

Principals of Elementary and Trainable Retarded Schools shall be paid in accordance with the following salary schedule:

Years of Experience

As a Principal
in Category

0	\$61,399
1	62,059
2	62,610
3	63,434
4	64,260

10.03

- (i) Effective September 1, 1988 until August 31, 1989:

Co-ordinators, Area Supervisors and Programme Leader - Staff Development shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$61,664
1	63,189
2	66,175

Co-ordinators, Area Supervisors and Programme Leader - Staff Development shall be entitled to 5 weeks annual vacation, normally to be taken during July and August but alternative scheduling shall be possible by mutual agreement between the Superintendent and the member. After 25 years of service entitlement shall be 6 weeks annual vacation.

- (ii) Staff Assistants shall be paid grid salary plus a responsibility allowance of \$5,302 effective September 1, 1988. Staff Assistants shall be entitled to 5 weeks annual vacation, normally to be taken during July and August but alternative scheduling shall be possible by mutual agreement between the Superintendent and the member. After 25 years of service the entitlement shall be 6 weeks annual vacation.
- (iii) Consultants shall be paid grid salary plus a responsibility allowance of \$3,600 effective September 1, 1988.

- (iv) Program Leader, Alternative Education shall be paid grid salary plus a responsibility allowance of \$3,600 effective September 1, 1988.
- (v) Adjustment Counsellors shall be paid grid salary plus a responsibility allowance of \$3,600 effective September 1, 1988.

10.04

An allowance beyond the regular grid salary shall be paid to teachers as follows:

Assistant to the Principal	\$1,114
Outdoor Education	1,114

Article 11 - Special Allowances

11.01

- (i) Effective September 1, 1977, an allowance beyond the regular grid salary shall be paid to a teacher in a special area as follows, providing that such teacher received the allowance in the 1976-77 school year and continues to teach in a special area after August 31, 1977. Effective September 1, 1977, an allowance shall be paid beyond the regular grid salary to a teacher who is presently in the employ of the Board and who commences to teach, between September 1, 1977 and February 1, 1978, in a special area.

Speech Correction	\$778
Learning Disabilities	778
Auditorily Impaired	778
Orthopaedic	778
Limited Vision	778
Opportunity	778
Hospital	778
Itinerant (Homebound)	778
English as a Secondary Language	
/Dialect	778
Trainable Retarded	778
Community Facilities Classes	778
Gifted Classes	778

- (ii) For a teacher who enters the employ of the Board after August 31, 1977 and commences to teach in a special area as specified in sub-section (i), or for a teacher who is on staff on or before June 30, 1977 and who is assigned after February 1, 1978 to teach in a special area, the following certificate allowance shall be paid beyond the regular grid salary:

\$539 - elementary certificate in special education
\$539 - intermediate certificate in special education
\$778 - specialist certificate in special education

provided that:

- (a) the allowance shall only be paid for the highest certificate held by the teacher, and
(b) the certificate has not been used for level placement.

11.02

An allowance beyond the regular grid salary shall be paid to a teacher in a special area as follows:

Reading Assistants/Learning Resource Teachers (LRTS/GLRTS)	\$778
Teachers teaching in more than one school (other than Assistants to the Principal, teachers of French and itinerant teachers of physical education and of music, and Reading Assistants.)	\$180

11.03

A teacher of either Industrial Arts or Family Studies whose level placement is Level 1, 2, or 3 shall be paid an allowance beyond the regular grid salary as follows:

- (i) \$359 per annum while teaching that subject,
(ii) an additional \$239 per annum if holding the Intermediate Certificate in Industrial Arts or an additional \$598 per annum if holding the Specialist Certificate in Industrial Arts.

Article 12 - Allowances for Degrees and Diplomas

12.01

If a recognized post graduate degree is not used for category placement, an allowance shall be paid beyond the regular grid salary to a teacher who holds such a

post graduate degree in accordance with the following schedule:

- (i) \$685 per annum for the first such post graduate degree, and
- (ii) an additional \$570 per annum for a second such post graduate degree.

This allowance shall be limited to two degrees and shall be paid effective from the first day of the month following registration of the degree with the Board. This allowance shall not apply to Principals and Vice-Principals of Elementary Schools, Principals of Trainable Retarded Schools, Co-ordinators, Area Supervisors and Programme Leader - Staff Development.

- 12.02 An allowance of \$342 per annum, beyond the regular grid salary, may be paid to a teacher who holds one of the following diplomas: A.R.C.T., A.T.C.M., A.O.C.A., or C.M.A., on the recommendation of the Director and Superintendent, providing that the diploma is not used for level placement. This allowance shall be paid effective from the first day of the month following registration of the diploma with the Board. This allowance shall not apply to Principals and Vice-Principals of Elementary Schools, Principals of Trainable Retarded Schools, Co-ordinators, Area Supervisors and Programme Leader - Staff Development.

Article 13 - Employee Benefits

13.01

- (i) Amend Vision Care to read \$115 every two years.

Add:

Note: Vision Care to include reference re prescription safety glasses for science, technical, art and physical education teachers.

13.04

Amend to read:

Under the present Group Life Insurance Plan (G.422) teachers shall pay the full premium cost for Optional Dependent's Group Life Insurance - \$10,000 - spouse; \$5,000 - each dependent child.

13.09 Dental Plan

Effective September 1, 1988 the Board shall contribute 100% of the premium cost for full-time teachers based on the 1988 O.D.A. rate schedule of the Dental Plan with benefits equivalent to Blue Cross Plan #9. The Board's premium contribution for a part-time teacher shall be prorated in the same proportion that the part-time timetable bears to a full-time timetable, with the teacher contributing the remainder through payroll deduction. The plan shall reimburse a claimant 75% of the cost of the insured services (not to exceed 75% of the 1988 O.D.A. rate schedule). Newly hired teachers and teachers returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. A teacher may elect, in writing, not to be enrolled under the Plan if otherwise covered for similar benefits by his or her spouse.

13.10 New

Effective September 1, 1988, a member who has attained at least the age of 55 and retires before the compulsory retiring age shall have the option of retaining coverage at the member's own cost under the Dental, Semi-Private Hospital Care, and Extended Health Plans of Article 13 under the following conditions:

- (i) The member must elect to retain coverage within 31 days of retirement date; otherwise coverage shall be cancelled.
- (ii) If the member withdraws from coverage at any time prior to age 65, the member shall be ineligible to re-enrol in coverage.
- (iii) Coverage shall remain in effect until age 65 if a member so elects.
- (iv) The member shall pay to the Board in advance the full annual premium cost of the coverage; otherwise the coverage shall be cancelled.
- (v) The benefits under the Extended Health Plan for a retiree shall be limited to \$10,000 during the entire period of the member's coverage under this Article 13.10.

Article 16 - Maternal Leave and Adoption Leave
(In accordance with the Employment Standards Act)

16.01

(ii) Amend to Read:

An employee who is pregnant and who has been employed by the Board immediately preceding the estimated day of her delivery whether such employment commenced before or after the coming into force of the Act, shall be entitled upon her application therefore to a leave of absence of at least seventeen (17) weeks from her employment or such shorter leave of absence as the employee may request commencing during the period of eleven (11) weeks immediately preceding the estimated day of her delivery.

16.02 Adoption Leave

- (i) Delete present (i) and renumber subsequent sub-sections.**

Article 16 - Maternal Leave

16.01

(xi) New:

A teacher granted a maternal leave of absence on and after September 1, 1988 shall be compensated by the Board under a U.I.C. approved supplementary benefit plan for the 2 week waiting period under U.I.C. at a weekly rate equal to 60% of the teacher's weekly insurable earnings under U.I.C., provided that the teacher:

- (i) is eligible for maternal leave benefits under U.I.C.**
- (ii) makes a claim to the Board on a form to be provided indicating the weekly amount payable by U.I.C. (As further clarification, the weekly supplementary benefit for the 2 week waiting period shall be equal to the weekly benefit received by the teacher under U.I.C.)**

No supplementary benefit will be paid under this plan for any week in the waiting period which falls outside the teacher's normal employment period (i.e. July and August if 10 month employment). This plan shall be subject to approval of U.I.C.

16.02

(ix) New:

A teacher granted an adoption leave on and after September 1, 1988 shall be compensated by the Board for the 2 week waiting period under U.I.C. under the very same conditions as provided for under Article 16.01 (xi).

Article 20 - Working Conditions

20.01

- (ii) As of October 1, the average class size across the system for Senior Kindergarten shall not exceed 21.5. In no case shall the class size exceed 28.
- (iii) As of October 1, the average class size across the system for Junior Kindergarten shall not exceed 19. In no case shall the class size exceed 23.

20.02

- (i) Effective September 1, 1988 the city-wide average class size, by division shall not exceed:

1. Primary	25.5
2. Junior	26.7
3. Intermediate	27.9

20.04

- (i) Effective September 1, 1988, the Board shall provide each full-time teacher exclusive of junior kindergarten but includes full-time itinerant teachers of Music, French and Physical Education with a minimum of 150 minutes per week of release time for the purpose of preparation and planning. This time shall be exclusive of the noon recess, and free from the school instructional timetable, supervision and administrative duties. Release time shall be provided in periods of at least twenty consecutive minutes.
- (ii) Effective September 1, 1988 the Board shall endeavour to provide each part-time teacher teaching half-time or more with 75 minutes per week, averaged out over the school year, of release time for the purposes of preparation and planning.

20.05

Integration of Exceptional Pupils Into a Regular Class

- (i) When planning the integration of exceptional pupils into regular classrooms, consideration shall include the following factors:

- type of programme
- nature and extent of the integration
- class size
- the workload of the teacher
- the number of exceptional pupils already placed in the class

- (ii) When planning the integration of exceptional pupils into regular classrooms, appropriate consultation shall take place among the teachers and principals involved.

Present 20.05 (ii) becomes 20.05 (iii) and present 20.05 (iii) becomes 20.05 (iv).

Article 25 - Federation/Provincial Affiliate Leave

25.01

- (ii) The Board shall grant a leave of absence without loss of salary or deduction for sick leave to the Officers of the Hamilton Teachers' Federation and to the President and/or Officers of the Provincial Affiliates under the following conditions:

- (i) this leave shall be for the business of the Federation or Provincial Affiliate(s).
- (ii) this leave shall not exceed 60 days in any school year.
- (iii) the Hamilton Teachers' Federation or the Provincial Affiliate, as the case may be, shall reimburse the Board for the cost of the leave at the supply teacher cost.
- (iv) The Branch Affiliates shall provide the Board with sufficient prior notice. If special circumstances prevent the giving of prior notice, the Branch Affiliates shall notify the Board as soon as possible.
- (v) This article shall not apply to those teachers released from teaching to attend negotiation meetings with the Board.

25.02 New:

In order to effect the reimbursement agreed to in 25.01 (i) the Board shall deduct an amount from the monthly salary of each statutory member of the Branch Affiliates as shall be determined by the Branch Affiliates.

25.03 New:

In consideration of the Board's deducting the monthly amount, the Branch Affiliates undertake and agree to indemnify and save harmless the Board from any and all claims, demands, actions, liability, loss, damages, costs and expenses which the Board may hereafter incur, suffer or be required to pay by means of having made said deduction or deductions.

Letter of Intent - re Pay Dates

A representative of the Branch Affiliates shall be invited to sit as a member of an internal committee to be established by the Department of Finance to examine the present pay dates for monthly salaried employees.

Letter of Intent - re LRTs

Five representatives of the Board and five representatives of the Branch Affiliates shall meet during the lifetime of the Agreement to review the role description for LRTs in the elementary panel and its city-wide implementation.

**Letter of Understanding - Article 9.01 (a) (iv),
Improved Qualifications**

This will confirm that the Board will continue its practice of giving consideration to the extension of the December 31st deadline where the submission of a QECO Rating statement is delayed by unusual circumstances beyond the control of the teacher.

If the submission of a rating statement is likely to be delayed beyond December 31st, the teacher is required to notify the Superintendent's Office, and provide any further information required.

Nothing in the letter removes the obligation of the teacher to provide notification of intention to submit improved qualifications in accordance with the terms of Article 9.

2. That the Memorandum of Agreement between the Board of Education for the City of Hamilton and the Ontario Secondary School Teachers' Federation, District 8, dated 1988 05 30, pertaining to Speech/Language Pathologists, Social Workers, Psychological Consultants and Adjustment Counsellors be approved.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
and
THE ONTARIO SECONDARY SCHOOL
TEACHER'S FEDERATION, DISTRICT 8**

WHEREAS the Ontario Secondary School Teachers' Federation, District 8, applied to the Ontario Labour Relations Board for certification of all Speech Pathologists, Social Workers, Psychological Consultants and Adjustment Counsellors employed by the Board;

AND WHEREAS the Ontario Secondary School Teachers' Federation, District 8, has sufficient membership support of all such Speech Pathologists, Social Workers, Psychological Consultants and Adjustment Counsellors;

Now Therefore Witnesseth that in consideration to the terms and conditions set out herein the parties agree as follows:

1. The Board of Education for the City of Hamilton hereby voluntarily recognizes the Ontario Secondary School Teachers' Federation as exclusive bargaining agent and representative of all Speech Pathologists, Social Workers, Psychological Consultants and Adjustment Counsellors save and except Associate Superintendent and Supervisors, persons above the rank of Associate Superintendent and Supervisor, students employed during the school vacation period and employees in bargaining units for whom any trade union or branch affiliate held bargaining rights as of April 22, 1988.

2. For purposes of clarity the parties agree that teachers within the meaning of the School Boards and Teachers Collective Negotiations Act are excluded from the aforementioned bargaining unit.
3. The parties further agree that the students employed during the school vacation period refers to University students employed during their summer vacation period.
4. The Ontario Secondary School Teachers' Federation, District 8, agrees that it shall act as exclusive bargaining agent and representative of all Speech Pathologists, Social Workers, Psychological Consultants and Adjustment Counsellors employed by the Board of Education for the City of Hamilton.

Wherein the parties have hereunto set their signatures and seal.

Dated at Hamilton this 30th day of May, 1988.

On Behalf of The Board of Education for the City of Hamilton

On Behalf of The Ontario Secondary School
Teachers' Federation, District 8

Respectfully submitted.

HELEN DETWILER,
Chairman.

Committee Room,
1988 05 25
1988 05 30.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 06 16.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director), Penner (Superintendent of Finance and Treasurer), McKague (Superintendent of Curriculum and Special Services), Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Rothwell (Superintendent of Schools, Area Four), Lavoie (Superintendent of Schools - French as a First Language), Orlando (Superintendent of Plant), Shewfelt (Controller), Ms. Rappolt (Assistant Superintendent of Curriculum) and Mrs. Rogers (Administrative Secretary).

A communication from Trustee Allen expressing regret for not being in attendance at the Board meeting was read to the members.

A presentation of pins from William Urie, the Board's Health and Safety Officer was made with respect to Occupational Health and Safety Week, June 19th-25th. An invitation was extended by Trustee Vine to attend an open house at the Occupational Health and Safety offices.

The President of the Hamilton Council of Home and School Associations, Ruth Oldham, presented Mr. Krever with a Life Membership Pin from the Home and School Council, accompanied with a certificate. Mr. Krever expressed his thanks and noted the importance of the parents' roles in schools.

The students from the Gifted Class, Queen Victoria Elementary School, presented the Board with a document of research they undertook over the past two years relative to how schools in the City were named. The students were thanked by the Chairman and assured the document will find a special place in the Dr. Harry Paikin Library.

Birthday greetings were extended to Trustee Detwiler along with the presentation of a corsage by Ms. Kula and Miss Tindall from the Hamilton Teachers' Federation. A cake was served after the Board meeting compliments of the H.T.F.

The minutes of the last regular meeting of 1988 05 19, and special "in-camera" meetings of 1988 05 05 and 1988 05 19 were adopted as presented.

A communication from the Minister of Education acknowledging the Board's resolution relating to Bill 70 was read to the members. This was received and ordered filed.

Trustee Bell gave notice that she would move or cause to be moved at the next regular meeting of the board or special meeting called for the purpose, the following motion:

WHEREAS the Outdoor Education programme has been recognized as a valuable part of the Hamilton system, having been commended by the Director and local media, and

WHEREAS the staff was decreased by half in the midst of budget deliberations without the usual review and debate, and

WHEREAS this is a programme of particular benefit to youngsters who may not be otherwise exposed to nature, and

WHEREAS this cut may have a direct impact on the number of children served in this programme.

THEREFORE BE IT RESOLVED that the Outdoor Education Programme be monitored in the first few months of the new school year and a report be given at the January meeting of the Development Committee to determine any adverse effect of this cut on the children in the classroom.

Committee reports were presented as follows:

Operations Management Committee - Mr. McMurrich
Personnel and Organization Committee - regular and special - Mrs. Clarke

Moved by Mr. McMurrich, second by Canon Rogers: That the General Part of the report of the Operations Management Committee be adopted.

With reference to clause 2(e), dealing with A. M. Cunningham School, Trustee Mulholland urged the Accommodation Committee to gather the information and report back as soon as possible, preferably in September.

The report was then adopted.

Moved by Mr. Hicks, seconded by Miss Detwiler: That the General Part of the report of the Personnel and Organization Committee, and the special report, be adopted.

Moved in amendment by Mr. Mulholland, seconded by Mr. Paquin: That Clause Four of the General Part of the report of the Personnel and Organization Committee be deleted.

Speaking to the amendment, Trustee Mulholland could see no concrete reason for changing the date of the July Board meeting. He also cited concerns on missing a Board meeting.

Trustee Bell concurred with the fact that Trustee Mulholland will be out of town on Board business, at the request of the Board, and thereby it behooves the Board to grant his wish.

The amendment was adopted.

To clarify the dates, it was pointed out the Operations Management Committee meeting will be held Tuesday, 1988 07 12, the Personnel and Organization Committee will be held on Thursday, 1988 07 14, and the Board meeting will be held on Thursday, 1988 07 21.

The report, as amended, was adopted.

Trustee Baskin asked why the Report of the Rules and Regulations Committee was not on the agenda, and Mr. Penner replied the Board's solicitor is reviewing the rules, and it is anticipated another meeting of the Rules and Regulations Committee will be held to finalize the report.

Trustee Clarke reported on the A.L.S.B.O. Executive Meeting held last week. Topics included the Radwanski report, report from the A.L.S.B.O. lobbyist and the report of the Macdonald Commission.

FRENCH LANGUAGE

Presentation of Report - regular and special - Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Education Council, and the special report, be adopted. Carried.

ELEMENTARY/SECONDARY

A note of thanks from the Coombe's family for the Board's expression of sympathy and a letter from the Industry-Education Council announcing the winner of the "Marketer of the Year Award", Nicole Sandig, were read to the members. These were received and ordered filed, and the Chairman noted a letter of congratulations would be sent on behalf of the Board to Nicole.

Moved by Mr. McMurrich, and seconded by Mr. Kennedy: That the Elementary/Secondary Part of the report of the Operations Management Committee be adopted.

Trustee Cunningham requested that the actual evaluation as referred to in clause 1(b) be presented to the Board, and the Director was happy to have this evaluation made available for the trustees.

The report was adopted.

Moved by Mrs. Clarke, seconded by Mrs. Bell: That the Elementary/Secondary Part of the report of the Personnel and Organization Committee, and the special report, be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: H. Paquin (Chairman); Trustees Barker and Desmarais.

Officials Present: R. Lavoie (Superintendent of Schools — French-as-a-First-Language), R. Orlando (Superintendent of Plant), P. Shewfelt (Controller), G. Rutledge (Budget Supervisor).

The Council recommends:

1. That the following recommendations of the Director of Education be approved:

(a) That the following Teachers be transferred to the permanent staff, effective 1988 09 01, with salaries according to schedule:

Lise Beaulac
Gabrielle Labrosse
Joanne Mooney

(b) That Linda Paquette-Simeoni be appointed to the probationary teaching staff, effective 1988 09 01, with salary according to schedule.

2. That the Board approve a grant application from the Barriers Participation (Co-op) fund for \$19,377.00 for the purpose of assisting Georges-P-Vanier co-operative education students with travel between work stations and school and/or home during the 1988-1989 school year.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Meeting Room,
1988 05 31.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
SEVENTH REPORT**

Present: Robert McMurrich (Chairman); Trustees Deans, Desmarais, Detwiler, Rogers and Van Horne.

Also Present: Trustees Allen, Baskin, Clarke, Cunningham, Kennedy, Mulholland, Paquin and Whiteman.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. J. Penner (Superintendent of Finance and Treasurer), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Mr. F. Kelly (Superintendent of Schools - Area One), Mr. A. Stockwell (Superintendent of Schools - Area Three), Mr. P. Shewfelt (Controller), Ms. G. Rappolt (Assistant Superintendent of Curriculum), Mr. J. Hill (Supervisor, Languages), Mr. K. Honybun (Staff Assistant, Mechanical), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the report from the officials re funds reimbursed from the O.F.S.A.A. Hockey Finals held at Copps Coliseum — 1988 03 26 be received for information.

2. That the following recommendations regarding A. M. Cunningham School be approved:

(a) That three rooms at Delta Secondary School be used to accommodate two Junior Kindergarten classes, two Kindergarten classes and one French Immersion Kindergarten class for the school year 1988-1989.

(b) That a separate entrance and play area be established for these students at Delta.

(c) That appropriate building modifications be made at Delta to accommodate the younger children.

(d) That appropriate resources, supplies and equipment be made available to these classes at Delta.

(e) That the whole issue of accommodation at A. M. Cunningham be reviewed prior to February of 1989.

3. That the following recommendations of the Director of Education be approved:

(a) That the Board approve a grant application from the Barriers Participation (Co-op) fund for \$19,377.00 — for the purpose of assisting George P. Vanier co-operative education and students with travel between work stations and school and/or home during the 1988-1989 school year.

(b) That the names of those texts, as distributed, be approved for use in the schools and be added to the lists of texts previously approved by the Board of Education for the City of Hamilton.

4. That the report on the Investment of Short Term Funds be received for information.

5. That the report on Cash Flow be received for information.

6. That the correspondence from the Hamilton Council of Home & School Associations re parent volunteers who smoke when driving children on school trips be received and filed.

7. That the following recommendations regarding the Proposal — Buy/Sell Natural Gas be approved:

(a) That approval in principle be given to allow the Board of Education for the City of Hamilton to proceed with the provision of information to Union Gas to allow the necessary documents to be drafted in order to form a consortium of the Boards noted for the purpose of establishing a buy-sell agreement.

(b) That a sum of money be authorized up to the amount of \$10,000 to cover the Hamilton Board's share of the costs which may be encountered in legal and consultant's fees to review and execute the necessary documentation.

8. That the Board of Education for the City of Hamilton support the Elgin County resolution and that the Minister of Justice be contacted regarding the request to amend the Criminal Code to ensure local representation on any Board of review, and stricter supervision of those at large on day passes under such Warrants.

9. That the offer of \$182,000 from the Corporation of the City of Hamilton for the purchase of Inverness School and Site be accepted.

10. That a portion of the right-of-way giving access to the Board property in Lot 11, Concession 7 (formerly Barton Township) which is no longer required because of existing road access, be released to the owner Stonechurch Holdings Limited.

11. That the following report of the Special Education Advisory Committee be approved:

(a) That the members of the Special Education Advisory Committee are informed of and invited to all Professional Activity Days.

(b) That the Special Education Advisory Committee supports the overall planning and proposed direction as indicated in the report relative to future directions for Vincent Massey School.

(c) That the following recommendations relative to Conduct Disordered Students be approved:

(i) That the Board continue with the proposed program of identification and in-service to assist conduct disordered students.

(ii) That the Board continue its research into conduct disordered students in co-operation with Chedoke-McMaster and University of Wales.

(iii) That the program be evaluated by the Psychological Department in cooperation with the Research Department and a report be submitted to the Board when appropriate.

ELEMENTARY/SECONDARY

1. That the following recommendations regarding Core French be approved:

(a) That a survey of parent views on Core French Programming be postponed until the first group of students have completed 600 hours of elementary school Core French instruction (June, 1992).

(b) That a system-wide review of both student outcomes and program be conducted in the Spring, 1992 and a full report be brought back to the Board in November, 1992.

(c) That the existing Board policy regarding Core French program policy as adopted in March, 1985 and amended in October, 1986 remain in place until the results of the 1992 review have been thoroughly analyzed and discussed by the Board.

(d) That an evaluation of grade 8 students be done on a yearly basis until 1992 regarding the Core French Program.

2. That the following recommendations of the Director of Education be approved:

(a) That the Board of Education for the City of Hamilton approve a grant application in the amount of \$6,000 from the Ministry of Education, Ministry of Skills Development, Experience 1988, to be applied to the cost of hiring 15 summer school monitors (at \$4.55 per hour) for 30 hours per week for 6 weeks commencing July 4, 1988.

(b) That the Board of Education for the City of Hamilton approve a grant application in the amount of \$4,187.14 from the Ministry of Education, Ministry of Skills Development, Experience 1988, to hire 4 students to assist in the "See and Be Reading Program" (Community Schools) at \$4.55 per hour for 30 hours per week for 7 weeks commencing June 27, 1988, at no cost to the Board.

(c) That the following trip request be approved.

(i) G. L. Armstrong/Hill Park, Grades 7-9, Washington D.C., 1988 06 22-26 (Wednesday to Sunday).

Respectfully submitted,

ROBERT MCMURRICH,
Chairman.

Board Room,
1988 06 07.

ADDENDUM

The following motions were considered at the June meeting of the Operations Management Committee and were **LOST**:

GENERAL

1. That four new classrooms be added and renovations be made to A. M. Cunningham School to be completed by September, 1989.

2. That the whole issue of accommodation at A. M. Cunningham be reviewed for September, 1988.

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

SEVENTH REPORT

Present: Mary Caye Clarke (Chairman); Trustees Bell, Hicks, Mulholland, Paquin and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Deans, Desmarais, Detwiler, Kennedy, Lowe, McMurrich and Rogers.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), D. B. Sinclair (Manager, Personnel and Employee Relations), C. McKague (Superintendent of Curriculum and Special Services), P. Beveridge (Superintendent of Curriculum, Special and Educational Services [designate]), F. Kelly (Superintendent of Schools — Area 2), A. Stockwell (Superintendent of Schools — Area 3), P. Gillie (Superintendent of Schools — Area 4), D. Rothwell (Superintendent of Schools — Area 5), G. Rappolt (Assistant Superintendent of Curriculum), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented.

(a) That Ernest Salmon be appointed to the position of Manager - Caretaking Services (Administrative Category 5 — maximum \$49,500 per annum), with a one year probationary period, effective 1988 06 20, with salary according to the salary schedule.

(b) That the following persons be appointed to the position of Secondary School Foreman (Administrative Category 14 — maximum \$35,025 per annum), with a one year probationary period, effective 1988 07 01, with salary according to the salary schedule:

Donald Grasley
James Willson

(c) That the following persons be appointed to the Caretaking and Maintenance Staff, on three months probation as Assistant Caretakers, effective as shown, with wage rate according to the Collective Agreement:

Timothy Andreychuk, 1988 05 30 (secondary)
Catherine Bennett, 1988 05 16 (secondary)
Janet Mahoney, 1988 05 16 (secondary)
Marjorie Marshall, 1988 05 17 (secondary)
Margaret Mills, 1988 05 17 (secondary)
Thomas Wojcicki, 1988 06 06 (elementary)

(d) That Margaret Whipp be appointed to the probationary Clerical Staff, (Category A-B, maximum \$360.00 per week), effective 1988 05 30, with salary according to the salary schedule.

(e) That a new position of Transportation Assistant, Category D (under review), (maximum \$449.00 per week), be established effective 1988 08 01.

(f) That the resignations of the following persons from the Cleaning Staff, for the purpose of retirement be accepted with regret effective as shown, and that the Board's retirement gratuity be paid to each:

Susan Shouldice, 1988 08 31 (elementary)
Ella Spolnik, 1988 05 18 (elementary)

(g) That the resignation of Jean T. Gallacher, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 05 13. (elementary)

(h) That the effective date of retirement for George Davidson, Caretaking and Maintenance Staff, approved at the February meeting, be changed to 1988 06 30. (elementary)

(i) That the resignation of George A. Iamarino from the position of Programmer, Computer Services, be accepted with regret effective 1988 06 03.

(j) That Geoffrey Maslen be confirmed in the position of Secondary School Foreman, effective 1988 06 15.

(k) That Liette Hayman, Clerical Staff, be promoted to the position of Clerk Typist — Special Education (Category B2 - maximum \$375.00 per week), effective 1988 05 23, with salary according to the salary schedule.

(l) That Jane Lewis, Clerical Staff, be returned from a Maternal Leave of Absence, effective 1988 06 13.

(m) That Edward R. Hodgins be appointed to the position of Manager, Financial Services, Administrative Category 4 (\$53,524 maximum), effective 1988 06 20, with salary according to schedule.

(n) That Daryl Sage be appointed to the position of Manager, Special Projects and Audit, Administrative Category 6 (\$45,753 maximum), effective 1988 06 20, with salary according to schedule.

(o) That Gay Arthur, Clerical Staff, be promoted to the position of Secretary to the Controller, (Category E - maximum \$468.00 per week), (under review), effective 1988 06 20, with salary according to the salary schedule.

(p) That Robert Eydt be appointed to the position of Education Centre Foreman, (Administrative Category 14 - maximum \$35,025 per annum), with a one year probationary period, effective 1988 06 13, with salary according to the salary schedule.

(q) That the resignation of Gabriella Browne, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1988 06 01.

(r) That Mary Kish, Clerical Staff, be granted a Maternal Leave of Absence, effective 1988 08 29, in accordance with the Employment Standards Act.

(s) That John Henry be appointed to the position of Coordinator (Science), on an acting basis, effective 1988 09 01, with terms and conditions of employment subject to the Collective Agreement with the appropriate Branch Affiliate, with salary according to schedule.

(t) That Robert Chapman be appointed to the position of Coordinator (Physical and Health Education), on an acting basis, effective 1988 09 01, with terms and conditions of employment

subject to the Collective Agreement with the appropriate Branch Affiliate, with salary according to schedule.

2. That Joseph Yurkiw be appointed to the position of Assistant Superintendent of Special Services, effective 1988 09 01, for a five year term renewable, with salary according to schedule.

3. That the following report of the Affirmative Action Committee be approved:

(a) That Linda Sproule-Jones be re-appointed to the position of Affirmative Action Co-ordinator, for a two year term, effective 1988 09 01 to 1990 08 31. The salary shall be established at the third step for the Administrative Salary range (Category 11), \$36,828 per annum.

(b) That the directions identified in the Affirmative Action Status Report for May, 1988, be endorsed, that evaluations be provided on an on-going basis, and that specific recommendations be brought forward as appropriate.

Clause 4. Deleted at Board.

4. That the July meeting of the Personnel and Organization Committee take place on Tuesday, 1988 07 12.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented.

(a) That the following Teachers be appointed to the Occasional Staff, effective as shown, with salary according to schedule:

Rebecca Beaton, 1988 05 20 to 1988 06 30 (elementary)
Cynthia De Santis, 1988 05 16 to 1988 06 30 (.5) (elementary)
Carol-Ann Harding, 1988 05 20 to 1988 06 30 (secondary)
Christopher Lutter, 1988 05 09 to 1988 06 30 (elementary)
Judy Mendelson, 1988 05 02 to further notice (elementary)
Ellen Ness, 1988 04 28 to 1988 05 31 (elementary)
Linda Potocic, 1988 04 25 to 1988 06 30 (secondary)
Mark Ramsay, 1988 04 26 until further notice (secondary)
Joyce Timson, 1988 06 01 to 1988 06 30 (elementary)
Monica Voelkner, 1988 05 16 to 1988 06 30 (elementary)

(b) That the appointment of Lynda Bucciero to the Occasional Staff, approved at the April meeting, be increased from .5 to 1.0, effective 1988 05 20. (elementary)

(c) That the following Teachers be appointed to the position of Acting Head of Department, effective 1988 09 01, with salary according to schedule:

Kenneth Jackett (Academic - Vocational School)
Norma Jones (Business Education)
Leslie Pracsovics (Vocational - Vocational School)
Richard Snider (Science)
Robert Swift (Technical Education)

(d) That the following Teachers be appointed to the position of Acting Assistant to the Head of Department, effective 1988 09 01, with salary according to schedule:

Agnese Bonin (Business Education)
Margaret Bowman (English)
Dorte Deans (Visual Arts)
Sharon Dempsey (Vocational - Vocational School)
Karin Eckart (Languages)
Brian Henderson (Science)
Gordon Phillips (Academic - Vocational)

(e) That Douglas Cihocki be confirmed in his appointment to the position of Assistant Head of Department (Mathematics), effective 1988 06 01.

(f) That the resignations of the following Teachers who are retiring on superannuation, effective 1988 06 30, be accepted with regret, and that the Board's retirement gratuity be paid to each:

Murray Black (secondary)
Donald Blackmore (elementary)
Dorothy Kerr (elementary)

(g) That the resignations of the following Teachers, effective 1988 08 31, be accepted with regret:

Carol Balint (elementary)
Carol Bellehumeur (elementary)
Joanne Cunliffe (elementary)
Francoise Cyr (elementary)

Alison Darling (secondary)
Patricia Green (elementary)
Denise Kneppert (elementary)
David Neil (elementary)
L. Kristin Riis (elementary)
Patricia Taffe (elementary)
Dianne Witty (elementary)

(h) That the following Teachers be returned from Leaves of Absence and assigned teaching duties, effective 1988 06 28:

H. Anne McFarlane (elementary)
Nancy A. Tuk (elementary)

(i) That the resignations of the following persons from the Secondary School Clerical and Secretarial Staff, effective as shown, be accepted with regret:

Lynda May Cook, 1988 06 04
Laura J. Labate, 1988 05 16

(j) That the resignation of Jocelyn R. Dow-Callahan, Educational Assistant Staff, be accepted with regret effective 1988 06 30. (elementary)

(k) That the resignation of Joan Altorf, Educational Assistant Staff, approved at the April meeting, be rescinded.

(l) That the requests of the following Teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with the conditions governing Maternal Leave:

Karen Andreychuk, 1988 09 01 to 1988 12 28 (elementary)
Irene Dewar, 1988 08 02 to 1988 11 25 (elementary)

(m) That Shari Gardener, Secondary School Clerical and Secretarial Staff, be granted a Maternal Leave of Absence, effective 1988 09 09, in accordance with the Employment Standards Act.

(n) That the effective dates of B. Jane Couper's, Maternal Leave of Absence, granted at the May meeting, be changed to 1988 09 01 to 1988 12 28, to be followed by a Personal Leave of Absence to 1989 01 31. (secondary)

(o) That the request of Tanya Moore, Teacher, for an Adoption Leave of Absence, effective 1988 04 27 to 1988 08 31, be granted. (elementary)

(p) That the request of the following Teachers for Personal Leaves of Absence, effective as shown, be granted:

Richard Banek, 1988 09 01 to 1989 01 31 (secondary)
Bonnie Beaven, 1988 09 01 to 1989 08 31 (elementary)
Angela Garofalo, 1988 09 01 to 1988 12 31 (elementary)
Nancy Joudrie, 1988 09 01 to 1989 08 31 (elementary)
Sandra Katz, 1988 09 01 to 1989 01 31 (secondary)
Leys Malpass, 1988 09 01 to 1989 08 31 (secondary)
Keith W. Muldoon, 1988 09 01 to 1988 12 31 (elementary)
Linda Spratt, 1988 09 01 to 1989 08 31 (elementary)
Laurie Tyndall, 1988 09 01 to 1990 08 31 (elementary)
Josette Van Rooyen, 1988 09 01 to 1989 08 31 (elementary)

(q) That the request of Linda Grant, Teacher, for an extension of her Leave of Absence, effective 1988 09 01 to 1989 08 31, be granted. (elementary)

(r) That the request of Joan Brown, Teacher, for a Long Term Disability Leave of Absence, effective 1988 04 13 to 1988 06 30, be granted. (elementary)

(s) That the request of June Outram, Teacher, for an extension of her Long Term Disability Leave of Absence, effective 1988 09 01, be granted. (elementary)

(t) That the request of Peter Brown for an extension of his Leave of Absence in order to serve as OPSTF Branch Affiliate President, effective 1988 09 01 to 1989 08 31 (.5), be granted.

(u) That the request of Joan Browning for a Leave of Absence in order to serve as President of the Hamilton Teachers' Federation and the Hamilton Women Teachers' Association, effective 1988 09 01 to 1989 08 31, be granted.

(v) That the request of Douglas Van Duzen, Teacher, for a Leave of Absence in order to serve as Economic Policy Chairman, effective 1988 09 01 to 1989 08 31, be granted. (elementary)

(w) That the request of Donald Simpson, Teacher, for an extension of his Personal Leave of Absence, effective 1988 09 01 to 1989 08 31, be granted. (secondary)

(x) That an exchange between Sondra Archibald (Hamilton Board) and Robert Habron (Lakehead Board) be approved for a one year period, effective 1988 09 01 to 1989 08 31, in accordance with the Board's Leadership Exchange Program.

(y) That the request of David Donat for an extension of his loan to the Department of National Defence, effective 1989 09 01 to 1990 08 31, be granted. (secondary)

(z) That the effective dates of the appointment of Mary-Lynn Fleming to the Occasional Staff, approved at the May meeting, be changed to 1988 03 28 to 1988 05 20. (elementary)

(aa) That Kim Cwierzdzinski be appointed to the probationary Secondary School Clerical and Secretarial Staff, (Level 1 - maximum \$364.72 per week), effective 1988 06 06, with salary according to the Collective Agreement.

(bb) That the resignation of David K. Cutriss, who is retiring on superannuation, effective 1987 10 30, be accepted with regret, and that he receive the Board's retirement gratuity. (secondary)

(cc) That the resignation of Ruth Lane, Elementary School Clerical and Secretarial Staff, for the purpose of retirement, be accepted with regret effective 1988 06 30, and that the Board's retirement gratuity be paid.

(dd) That the resignation of Paula M. Paolucci, Elementary School Clerical and Secretarial Staff, be accepted with regret effective 1988 06 03.

(ee) That the requests of the following Teachers for overseas exchanges with Teachers from Australia, for the period 1989 01 01 to 1989 12 31, be approved, subject to the condition that a suitable exchange teacher from Australia can be arranged through the Ministry of Education:

Judith Linfoot (secondary)

Ann Seagrove (secondary)

(ff) That the action of the Associate Director of Education in permitting Russ McLeod to take Physical Education Part 1, be approved, and that he be reimbursed for the registration fee of \$231.00 upon submitted proof of successful completion of this course. (elementary)

(gg) That Donna Calder be appointed to the position of Acting Principal of an Elementary School, effective 1988 09 01 with salary according to schedule.

(hh) That Jane Evans be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1988 09 01 with salary according to schedule.

(ii) That the following staff be appointed to the position of Acting Area Supervisor, on a maximum three year term basis, effective 1988 09 01, with salaries according to schedule:

Richard Binns
Barbara Howard
Raymond Irvine
M. Bruce Mair
Alan Scott

(jj) That the following Vice-Principals be appointed to the position of Acting Principal of an Elementary School, effective 1988 09 01, with salaries according to schedule:

Halina Sims
Charles Taylor
Doris Winsor

(kk) That the following Teachers be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1988 09 01, with salaries according to schedule:

Douglas Booth
Susan Fox
Marguerite Kula
Victor Lepp
Brenda Mohoruk
Dale Pyke

(ll) That Susan O'Brien be appointed to the position of Acting Vice-Principal of a Secondary School (Vocational), effective 1988 09 01, with salary according to schedule.

Respectfully submitted,
MARY CAYE CLARKE,
Chairman.

Board Room,
1988 06 09.

**REPORT OF THE
SPECIAL MEETING OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: Hubert Paquin (Chairman); Trustee Barker.

Official Present: R. Lavoie (Superintendent of Schools - French as a First Language).

The Council recommends:

(a) That for the regular election to be held in 1988, and for filling vacancies before the 1st day of December, 1991, that the French-Language Education Council members be elected on a city-wide basis.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1988 06 16.

**REPORT OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
PERSONNEL AND ORGANIZATION COMMITTEE**

Present: Mary Caye Clarke (Chairman); Trustees Bell, Hicks, Mulholland, Paquin and Van Horne.

Also Present: Trustees Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, McMurrich, Rogers and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director), Penner (Superintendent of Finance and Treasurer), McKague (Superintendent of Curriculum and Special Services), Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Rothwell (Superintendent of Schools, Area Four), Lavoie (Superintendent of Schools - French as a First Language), Orlando (Superintendent of Plant), Shewfelt (Controller), Ms. Rappolt (Assistant Superintendent of Curriculum) and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved as presented:

(a) That Paul Rehak be appointed to the position of Consultant (Computer Studies - Educational Technology Support) on an acting basis, effective 1988 09 01, with terms and conditions of employment subject to the Collective Agreement with the appropriate Branch Affiliate, with salary according to schedule.

(b) That Georgina Pain be appointed to the position of Consultant, Special Education, on an acting basis, effective 1988 09 01, with terms and conditions of employment subject to the Collective Agreement with the appropriate Branch Affiliate, with salary according to schedule.

(c) That the request of Robert Philip for an extension of his secondment to the Industry-Education Council be approved effective 1988 09 01 to 1989 08 31.

(d) That the timetable of David Rogers, Acting Computer Studies Consultant be increased from .5 to 1.0, effective 1988 09 01.

2. That the report from the officials regarding rates of pay for Continuing Education Programmes, rates of pay for Music Instructors, responsibility allowance for the teacher in charge of the Violin Programme, and the benefit package for instructors in Adult Basic Education and E.A.S.L. (non-credit) be approved as presented.

1. (i) That Continuing Education Instructors (certificated) teaching Adult Basic Education and E.A.S.L. non-credit courses be paid \$23.00 per hour effective 1988 02 01.

(ii) That Continuing Education Teachers (certificated) teaching remedial courses at the elementary level (Math and English) in the summer skill school programme be paid \$23.00 per hour effective 1988 07 01 for the 1988 programme.

(iii) That Continuing Education Instructors (certificated) teaching in the summer skill school programme be paid \$19.61 per hour effective 1988 07 01; and \$22.41 per hour effective 1989 07 01.

(iv) That Continuing Education Instructors (non-certificated) employed in the summer skill school programme be paid \$17.36 per hour effective 1988 07 01; and \$19.61 per hour effective 1989 07 01.

(v) That Continuing Education Instructors (certificated) employed in the following programmes be paid \$22.41 per hour effective 1988 09 01:

Evening School (General Interest)
Adult Day School (General Interest)
Heritage Language

(vi) That Continuing Education Instructors (non-certificated) employed in the following programmes be paid \$19.61 per hour effective 1988 09 01:

Evening School (General Interest)
Adult Day School (General Interest)
Heritage Language
E.A.S.L. (non-credit)

2. (i) That Music Instructors be paid \$22.41 per hour of instruction effective 1988 09 01.

(ii) That the responsibility allowance for the teacher in charge of the Violin Programme be increased to \$2.29 per hour effective 1988 09 01.

3. In addition to the above rates of pay, Continuing Education Instructors and Music Instructors shall receive 4% vacation pay.

4. That effective 1988 09 01 the following benefit package be approved for these Instructors in Adult Basic Education and E.A.S.L. (non-credit) who are regularly employed for 25 hours per week or more:

(i) An employee may elect, in writing, to subscribe to the following benefit plans. An employee not subscribing to these benefit plans at the time of the open enrollment, may apply for coverage at a later date by making written application and providing evidence of insurability satisfactory to the carriers.

(ii) The Board will contribute 75% of the premium cost of the following plans for those Instructors who elect such coverage:

O.H.I.P.

Semi-Private Hospital Care

Extended Health (Vision Care up to \$115 every two years)

(Hearing Aids - \$500 every five years)

Dental Plan (equivalent to Blue Cross Plan #9)

Basic Group Life Insurance

(iii) Basic Group Life insurance will provide life insurance in the amount of two (2) times annual salary up to a maximum of \$50,000 (disability coverage not included).

(iv) Dental Plan - The Board will contribute 75% of the premium cost of the Dental Plan (with benefits equivalent to Blue Cross Plan #9). A claimant will be reimbursed 75% of the cost of the insured services (not to exceed 75% of the 1988 O.D.A. rate schedule).

(v) Sick Leave - Effective September 1, 1988 instructors who are regularly employed for 25 hours per week or more will receive 2 days sick leave per working month non-accumulative beyond August 31. Instructors who are regularly employed for less than 25 hours per week but greater than 12 hours per week will receive 1 day sick leave per working month non-accumulative beyond August 31.

(vi) Bereavement Leave - For absence occasioned by the death of a relative leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account:

(a) For a period not exceeding five consecutive calendar days (spouse, son, daughter).

(b) For a period not exceeding four consecutive calendar days (mother, father).

(c) For a period not exceeding three consecutive calendar days (sister, brother, mother-in-law, father-in-law, guardian, dependent).

(d) For a period not exceeding two consecutive calendar days (son-in-law, daughter-in-law, fiancé).

(e) For a period not exceeding one day (grandparent, sister-in-law, brother-in-law, aunt, uncle, nephew, niece, cousin).

NOTE: In clauses (a), (b), and (c) above, the absence on the day of death is not included in the calculation of the leave. Under unusual circumstances additional leave without loss of salary may be granted by the Director of Education and the Superintendent of Finance and such additional leave shall be deducted from the Sick Credit Account:

(a) for travel time,

(b) in the case of the death of other persons,

(c) for other extenuating circumstances.

(vii) Statutory Holiday Pay - Instructors employed in the Adult Basic Education and E.A.S.L. (non-credit) programs shall be paid for the following statutory holidays, in accordance with the Employment Standards Act, providing they work 12 days in the preceding 30 days:

Labour Day

Thanksgiving Day

Christmas Day

New Year's Day

Good Friday

Victoria Day

Canada Day

3. That the position of Superintendent of Finance and Treasurer be posted internally.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

(a) That Deborah McQuin be appointed to the position of Speech/Language Pathologist (B.Sc. Level, maximum \$38,782 per annum) with a one year probationary period, effective 1988 09 01 with salary according to schedule. (elementary)

(b) That the following teachers be appointed to the position of Consultant, on an acting basis, effective 1988 09 01, with terms and conditions of employment subject to the Collective Agreement with the appropriate Branch Affiliate, with salaries according to schedule:

Douglas Baker (Primary)
Joanne McIntosh (Junior)
Suzanne Nolan (Junior)
Robert Robinson (Junior)
William Whittle (Primary)

(c) That Elizabeth Shuttleworth be appointed to the position of Acting Academic Assistant to the Principal of a Secondary (Vocational) School, effective 1988 09 01, with salary according to schedule.

(d) That Evelyn Brown be appointed to the position of Acting Vocational Assistant to the Principal of a Secondary (Vocational) School effective 1988 09 01 with salary according to schedule.

(e) That Donald Morrow be appointed to the position of Acting Alternative Education (Elementary) Program Leader, effective 1988 09 01, with salary according to schedule.

(f) That the following teachers be appointed to the position of Acting Head of Department, effective 1988 09 01, with salaries according to schedule:

Robert McGall (Music)
Patricia Wheaton (Family Studies)

(g) That Brian Radke be appointed to the position of Acting Assistant to the Head of Department (History), effective 1988 09 01, with salary according to schedule.

(h) That the resignation of Rhona Trott, effective 1988 08 31 be accepted with regret.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1988 06 16.

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 06 21.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Allen, Barker, Baskin, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director of Education), Penner (Superintendent of Finance and Treasurer), Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Kelly (Superintendent of Schools - Area Two), Stockwell (Superintendent of Schools - Area Three), Sinclair (Manager, Personnel & Employee Relations), Jackson (Supervisor - Research Services) and Mrs. Rogers (Administrative Secretary).

Also Present: John Evans (Board Solicitor)

The special Board meeting was called for the purpose of receiving the report re negotiations with representatives of the Board of Education for the City of Hamilton, the Hamilton-Wentworth Roman Catholic Separate School Board and the Minister of Education on the accommodation concerns.

Moved by Mrs. Barker, seconded by Mrs. Deans: That the special "in-camera" meeting of the Board resolve into a Committee-of-the-Whole. Carried.

Moved by Mrs. Clarke: That Robert McMurrich be Chairman of the Committee-of-the-Whole. Carried.

Trustee McMurrich assumed the Chair.

A presentation was given by Mrs. Ruth Van Horne, Canon Joseph Rogers, Mr. Frank Kelly and Mr. John Evans on the negotiations with representatives from this Board and the Roman Catholic Separate School Board, the Minister of Education and the facilitator, Mr. Kevin Burkett. It was pointed out by the presenters the meeting took place in Toronto. The meetings commenced Friday, June 17th and went non-stop until approximately 6:00 a.m. Tuesday morning.

Mr. Kelly presented the Agreement to Negotiate and the Facilitator's recommendation, copies of which were presented to the members.

After further discussion and explanation, it was:

Moved by Mr. Mulholland: That the Board of Education for the City of Hamilton approve the facilitator's recommendation for the conclusion of an agreement for the final resolution of all matters and issues among them arising out of the provisions of the Education Act ("Bill 30") relating to property and facilities including the decision of the Tribunal appointed pursuant to Section 136X of the Education Act (Goudge Award) and the Order of the Minister dated November 12, 1987, as confirmed by the Order-In-Council dated February 18, 1988.

Discussion and debate took place on Mr. Mulholland's motion and Mr. Mulholland WITHDREW his motion.

Moved by Mrs. Van Horne: That the Board of Education for the City of Hamilton approve the facilitator's recommendation subject to ratification by the Ontario Ministry of Education and the Hamilton-Wentworth Roman Catholic Separate School Board.

The members of the Board expressed their appreciation and congratulated the negotiating committee that attended the meetings in Toronto for their hard work and the excellent job accomplished during the negotiations.

Mrs. Van Horne thanked Mr. Evans and Mr. Kelly for their tireless efforts and masterful job in reaching a solution that seems to have the approval of both Boards of Education.

Mrs. Van Horne's motion was then put to a vote and was unanimously Carried.

Moved by Mrs. Deans: That the Committee-of-the-Whole now be dissolved and return to a special "in-camera" meeting of the Board. Carried.

Mrs. Van Horne then resumed the Chair.

Moved by Mr. McMurrich, seconded by Miss Cunningham: That the report of the Committee-of-the-Whole be adopted.

The report was unanimously approved.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**AGREEMENT TO NEGOTIATE
MADE BY:
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
(The Public School Board)
AND
THE HAMILTON-WENTWORTH ROMAN CATHOLIC
SEPARATE SCHOOL BOARD
(The Separate School Board)
AND
THE MINISTER OF EDUCATION
(The Minister)**

The Public School Board, the Separate School Board and the Minister agree to enter into negotiations in good faith for the conclusion of an agreement for the final resolution of all matters and issues among them arising out of the provisions of the Education Act ("Bill 30") relating to property and facilities including the decision of the Tribunal appointed pursuant to Section 136X of the Education Act (Goudge Award) and the Order of the Minister dated November 12, 1987, as confirmed by the Order-in-Council dated February 18, 1988, based on the adhering to the following principles:

(1) The negotiations will commence on Friday, June 17, 1988 and will continue until an agreement is reached or until 6:00 p.m. June 19, 1988, whichever is sooner.

(2) The negotiations will be conducted with the assistance of a facilitator acceptable to the parties, in such place and manner as the parties and the facilitator may agree upon.

(3) The negotiations will be entirely without prejudice to the legal or other rights of the parties, as they have asserted or may assert them, whether under Bill 30 or otherwise and without restricting the generality of the foregoing without prejudice to the rights of the Separate School Board pursuant to the award of the Tribunal appointed pursuant to Section 136X of the Education Act (Goudge Award) and the subsequent order of the Minister as confirmed by Order-in-Council.

(4) The negotiations will be confidential, and any claim, statement or admission made or position taken in the negotiations shall not be referred to by any of the parties or their representatives in any subsequent negotiations, in any tribunal or Court pro-

ceeding, or in any statement to the public or to the various media except for the purposes of ratification of any settlement or facilitator's recommendation.

(5) The sole purpose of these negotiations is for the conclusion of an agreement for the final resolution of all matters, issues, claims and rights under the provisions of Bill 30 relating to property and facilities within the present limits of the City of Hamilton such that there will be no need for the exercise by the Minister of his rights under Bill 30 to compel the Hamilton Public School Board to transfer the use, joint use or ownership of real or personal property or facilities to the Separate School Board. In the event of final agreement, all parties to this agreement shall consent that the Minister's order arising from the Goudge Award shall be varied to the extent agreed or, if necessary, that other appropriate action shall be taken to implement the agreement. It is understood that any settlement cannot affect the rights of the Separate School Board under Bill 30 for the transfer, lease or use of real or personal property or facilities outside of the present limits of the City of Hamilton.

(6) The settlement will include the financial participation by the Government of the Province of Ontario.

(7) The Boards agree one with the other that in the event of final agreement they will not initiate any legal proceeding before a court, tribunal or arbitrator under the provisions of Bill 30 relating to property and facilities except for the enforcement of the agreement. It is understood that any settlement cannot affect the rights of the Separate School Board to initiate any legal proceeding before a court, tribunal or arbitrator under the provisions of Bill 30 relating to property and facilities outside of the present limits of the City of Hamilton.

(8) This agreement to negotiate will remain confidential to the parties.

(9) In the event that an impasse is reached or any party wishes to cease its participation in these negotiations, the facilitator will declare impasse without comment on the reasons why such impasse has been declared and without identifying any party as being responsible for such impasse. Further, in the event that the facilitator makes a recommendation for settlement to the parties, such recommendation will be treated in accord with Paragraph 4 above.

DATED the 18th day of June, 1988.

Ministry of Education

(Minister of Education)

THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

(Chairman)

(Director of Education)

THE HAMILTON-WENTWORTH ROMAN CATHOLIC
SEPARATE SCHOOL BOARD

(Chairman)

(Director of Education)

SUPPLEMENTAL AGREEMENT TO NEGOTIATE

This agreement is supplemental to the AGREEMENT TO NEGOTIATE executed by the Minister of Education, the Board of Education for the City of Hamilton ("the Public School Board") and the Hamilton-Wentworth Roman Catholic Separate School Board ("the Separate School Board").

The parties hereto agree that the settlement agreement referred to in the AGREEMENT TO NEGOTIATE will be, when ratified final and comprehensive and will satisfy for all time all rights and claims of the Separate School Board for equity in or the transfer, lease or use of real or personal property or facilities of the Hamilton Public School Board under Bill 30, in recognition that the Hamilton Public School Board will have by the agreement fully and finally satisfied its obligations to the Separate School Board relating to property and facilities resulting from the constitutional and legislative recognition of and funding for secondary education by the Separate School Board within the present jurisdiction of the Public School Board and the Separate School Board within the City of Hamilton.

It is understood that any settlement cannot affect the rights of the Separate School Board under Bill 30 for the transfer or lease or use of real or personal property or facilities outside of the present limits of the City of Hamilton.

Dated the 18th day of June, 1988

**THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

(Chairman)

(Director)

**THE HAMILTON-WENTWORTH ROMAN CATHOLIC
SEPARATE SCHOOL BOARD**

(Chairman)

(Director)

FACILITATOR'S RECOMMENDATION

**THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
THE HAMILTON-WENTWORTH ROMAN CATHOLIC
SEPARATE SCHOOL BOARD
AND
THE MINISTER OF EDUCATION**

Re: Facilitator recommendation for resolution of issues negotiated pursuant to Agreement to Negotiate June 18, 1988.

PREAMBLE

I was retained by the aforementioned parties to act as a facilitator in respect of the good faith negotiations between these parties for the conclusion of an agreement for the final resolution of all matters and issues among them arising out of the provisions of the Education Act ("Bill 30") relating to property and facilities. These negotiations commenced on Friday, June 17, 1988 and continued, without interruption, until 8:00 p.m. Monday, June 20, 1988. It became apparent to me at that time that notwithstanding the efforts of the parties it would not be possible to achieve a negotiated resolution of all of the matters in dispute. However, it had also become apparent to me during the course of these negotiations that there existed a resolution that, in my view would be just and reasonable in light of the purpose of Bill 30 and in light of the expenditures that the Minister will have to make even if there is no resolution to this matter. Having regard to the foregoing and to the critical nature of the issue vis-a-vis the public interest I am obliged, as the facilitator retained by the parties to assist them to resolve their differences, to recommend the terms of settlement that I consider to be just and reasonable in light of the purpose of Bill 30. Accordingly, whereas the parties have negotiated pursuant to the agreement to negotiate dated June 18, 1988 but have been unable to resolve all outstanding issues I recommend as follows for the final resolution of all matters, issues, claims and rights under the provisions of Bill 30 relating to property and facilities:

(1) I recommend that each of the parties enter into the Settlement Agreement a copy of which is attached as Appendix 1 herein.

(2) I recommend that the School Boards who execute the aforementioned Settlement Agreement enter into a separate supplemental agreement a copy of which is attached as Appendix 2.

June 20, 1988

Kevin M. Burkett
Facilitator

APPENDIX 1

**SETTLEMENT AGREEMENT REGARDING
SCHOOL FACILITIES
IN THE CITY OF HAMILTON
MADE BY:
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
THE HAMILTON-WENTWORTH ROMAN CATHOLIC
SEPARATE SCHOOL BOARD
AND
THE MINISTER OF EDUCATION**

RECITALS

Whereas the parties entered into an Agreement to Negotiate dated June 18, 1988 for the final resolution of all matters and issues among them arising out of the provisions of Bill 30 relating to facilities;

THE PARTIES AGREE AS FOLLOWS:**1. GENERAL****1.1 In this Agreement,**

1. "Bill 30" means the Education Amendment Act 1986, S.O. 1986 c.21;

2. "Education Act" means the Education Act, R.S.O. 1980 c.29 as amended from time to time, and includes its successor statutes, if any;

3. "facility" means lands, buildings and permanent improvements, including without limitation all plumbing, heating, air-conditioning, mechanical, electrical, educational and other fixtures, fittings and equipment, and includes all furniture, furnishings and equipment, on the site at noon on June 15, 1988 that is the property of the transferor. Facility does not include the furnishings of Georges P. Vanier School (Southmount site) nor does it include the elementary furnishings at Bagshaw Elementary.

1.2 A reference in this Agreement to the Education Act or to a provision of it, shall be deemed to include a reference to the regulations made under that Act or provision.

1.3 Each of the parties will with reasonable diligence do all such things and provide all such reasonable assurances as may be required to consummate the transactions contemplated by this Agreement.

2.1 The Minister hereby approves the transfer of the facilities referred to in paragraph 2.2.

2.2 The Board of Education for the City of Hamilton agrees to transfer the ownership of the following facilities to the Hamilton-Wentworth Roman Catholic Separate School Board for consideration of \$1 for each facility:

- the facility known as Riverdale to be transferred on or before September 1, 1988
- the facility known as Falkirk to be transferred on or before September 1, 1988
- the facility known as Southmount High School to be transferred on or before September 1, 1988
- the facility known as Elizabeth Bagshaw (Wilfred Laurier) save and except a parcel of vacant land along the west boundary of a size up to 10 acres suitable for the construction of a brick and mortar elementary school designed for 750 pupils to be transferred on or before July 1, 1990. It is understood that the portion of the facility being transferred to the Hamilton-Wentworth Roman Catholic Separate School Board will include lands sufficient for a regulation Canadian football field. The parties further agree, that in the event that they are unable to reach mutually satisfactory agreement with respect to the severance of this facility, the issue shall be submitted to Mr. Kevin M. Burkett as arbitrator who shall have all the powers of an arbitrator under the Arbitration Act and whose decision shall be final and binding. The arbitrator's fee shall be paid equally by the school board parties. The Hamilton-Wentworth Roman Catholic Separate School Board agrees to abide by any arrangement governing the use of the Recreation Complex located at the facility as a community resource.

2.3 The Minister has made an order dated November 12, 1987 ordering the transfer of the use of Sir Winston Churchill Secondary School owned by the Board of Education for the City of Hamilton to the Hamilton-Wentworth Roman Catholic Separate School Board which Board hereby releases and quit claims and grants all its right, title, interest in or claim to the use of or ownership of the Sir Winston Churchill facility.

2.4 The Minister agrees to make an allocation of funds to the Hamilton-Wentworth Roman Catholic Separate School Board for the purposes of building a composite secondary school in the inner city when the Hamilton-Wentworth Roman Catholic Separate School Board satisfies the usual Ministry criteria for the allocation of funds for the building of such a secondary school, but not before 1993 (such funds to be approved in 1992 to be available in 1993). The site for such school is to be provided by the Hamilton-Wentworth Roman Catholic Separate School Board. It is understood that the Hamilton-Wentworth Roman Catholic Separate School Board may dispose of properties in order to finance the acquisition of the site referred to above. If the proceeds from the sale of such properties exceeds the purchase price of the site, the excess will be applied to the construction costs for said school.

2.5 The Minister agrees to make an allocation of funds to the Hamilton-Wentworth Roman Catholic Separate School Board for the purposes of building a composite secondary school on the Falkirk site when the Hamilton-Wentworth Roman Catholic Separate School Board satisfies the usual Ministry criteria for the allocation of funds for the building of such a composite secondary school, but not before 1990 (such funds to be approved in 1989 to be available in 1990).

2.6 The Board of Education for the City of Hamilton will receive a B-7 allocation under Bill 30 in the amount of \$1.703 million for the transfer of the Bagshaw (\$948,000) and Southmount (\$755,000) facilities. Such allocations to be made available July 1, 1989 and to be used to renovate Albion as a middle school and towards appropriate vocational facilities.

2.7 The Board of Education for the City of Hamilton will receive an allocation of \$5 million (to commence Fall 1989) for the purpose of the construction of a new 750 pupil place elementary brick and mortar school and a grant of \$258,000 for the construction of a child care centre to be attached to and situated on the severed portion of the Laurier site and retained by the Board of Education for the City of Hamilton. The construction to be completed in advance of the transfer of Bagshaw (Laurier).

2.8 The Board of Education for the City of Hamilton will receive a grant of \$258,000 for the construction of a child care centre attached to the elementary school to be built in Block 79 (in the Randall neighbourhood) effective upon commencement of construction.

2.9 The allocations referred to under the previous paragraphs are the maximum amounts that the Minister of Education will approve for General Legislative Grant purposes.

2.10 It is understood and agreed by the parties that interim arrangements may be made to share the facility known as Delta Secondary School.

3.1 Subject to subparagraph 3.2 this Agreement takes effect on June 30th, 1988.

3.2 This Agreement is of no force or effect unless it is executed by the Board of Education for the City of Hamilton and by the Hamilton-Wentworth Roman Catholic Separate School Board on or before June 23, 1988, and by the Minister of Education on or before June 30th, 1988.

3.3 The parties shall agree to maintain confidentiality respecting the agreement until such time as the agreement is executed by all the parties.

4.1 The school board parties agree one with the other that they will not initiate any legal proceedings to enforce the provisions of Bill 30 relating to facilities except for the enforcement of this Agreement.

5.1 The parties agree that the facilitator remain seized in the event of any difficulty arising from the implementation of this agreement.

Dated the day of June, 1988.

MINISTRY OF EDUCATION

(Minister)

THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

(Chairman)

(Director)

**THE HAMILTON-WENTWORTH ROMAN CATHOLIC
SEPARATE SCHOOL BOARD**

(Chairman)

(Director)

APPENDIX 2:

**SUPPLEMENTARY AGREEMENT REGARDING
SCHOOL FACILITIES IN THE CITY OF HAMILTON****MADE BY:****THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
(the Public School Board)****-and-****THE HAMILTON-WENTWORTH ROMAN CATHOLIC
SEPARATE SCHOOL BOARD
(the Separate School Board)**

The parties hereto agree that the settlement agreement satisfies for all time, within the present jurisdiction of the Public School Board and the Separate School Board within the City of Hamilton, all rights and claims of the Separate School Board for equity in or the transfer, lease or use of real or personal property or facilities of the Public School Board under Bill 30. The public school Board will have, by this agreement, fully and finally satisfied its obligations to the Separate School Board relating to property and facilities resulting from the constitutional and legislative recognition of and funding for secondary education by the Separate School Board.

It is understood that this agreement does not affect the rights of the Separate School Board under Bill 30 for the transfer or lease or use of real or personal property or facilities outside of the present limits of the City of Hamilton.

Dated the 20th day of June, 1988.

**THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

(Chairman)

(Director)**THE HAMILTON-WENTWORTH ROMAN CATHOLIC
SEPARATE SCHOOL BOARD**

(Chairman)

(Director)

RESOLVED, That the Board of Education do hereby
SUPPORT and encourage the City of Hamilton
SCHOOL FACILITIES OF THE CITY OF HAMILTON
MADE BY
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
THE HAMILTON-WESTWORTH SCHOOL BOARD
SEPARATE SCHOOL BOARD
The Separate School Board

The parties hereto agree that the separate school board
has the right to use the property and facilities of the
School Board and the City of Hamilton for the purpose of
conducting its business and for the purpose of providing
for the education of the children of the City of Hamilton
who are of the age of five years and upwards and who
are of the race or descent of the Chinese, Japanese, or
Korean. The separate school board shall have the right
to use the property and facilities of the School Board
and the City of Hamilton for the purpose of providing
for the education of the children of the City of Hamilton
who are of the age of five years and upwards and who
are of the race or descent of the Chinese, Japanese, or
Korean.

It is understood that the separate school board shall
be responsible for the maintenance and repair of the
property and facilities of the separate school board
and shall be responsible for the payment of the
costs of the maintenance and repair of the property
and facilities of the separate school board.

Passed the 23rd day of June 1925
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

(Signature)

(Signature)

THE HAMILTON-WESTWORTH SCHOOL BOARD
SEPARATE SCHOOL BOARD

(Signature)

(Signature)

MINUTES OF THE
SPECIAL IN-CAMERA MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 06 27.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Mr. Rielly (Associate Director of Education and Secretary Pro Tem) and Mrs. Rogers (Administrative Secretary).

Moved by Canon Rogers, seconded by Mrs. Deans: That Keith Rielly be appointed Secretary Pro Tem for this Board meeting. Carried.

ELEMENTARY/SECONDARY

The procedure to be followed relative to the interview process for the position of Superintendent of Schools was explained by the Chairman. The two candidates were then interviewed.

After discussion of the candidates, consensus was reached to select the Superintendent of Schools by secret ballot. The secret ballot resulted in the following resolution:

Moved by Mrs. Baskin, seconded by Mrs. Bell: That Richard Binns be appointed to the position of Superintendent of Schools, effective 1988 08 01, for a five year term, renewable, with salary according to schedule. Carried.

Moved by Mr. Mulholland, seconded by Canon Rogers: That the ballots be destroyed. Carried.

A recess was called to allow the special in-camera meeting of the Personnel and Organization Committee to be held. The Board reconvened at 20:45 hours to receive the report of the special in-camera meeting of the Personnel and Organization Committee.

GENERAL

Moved by Miss Detwiler, seconded by Mr. Kennedy: That the report of the special in-camera meeting of the Personnel and Organization Committee be adopted.

A tie vote resulted in the motion being defeated.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF THE
PERSONNEL AND ORGANIZATION COMMITTEE**

Present: Mary Caye Clarke (Chairman); Trustees Bell, Hicks, Paquin, Whiteman and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, McMurrich, Rogers and Vine.

Officials Present: Mr. Rielly (Associate Director of Education) and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

(a) That the Personnel and Organization Interview Team's recommended candidate be appointed to the position of Superintendent of Human Resources, effective 1988 08 01, for a five year term, renewable, with salary according to schedule.

(b) That a second candidate be considered for appointment to the position of Superintendent of Human Resources, and that the selection be determined by secret ballot.

(c) That, as a result of the secret ballot, the successful candidate be appointed to the position of Superintendent of Human Resources, effective 1988 08 01, for a five year term, renewable, with salary according to schedule.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1988 06 27.

Report defeated at special
in-camera meeting of the Board,
1988 06 27.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 06 28.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Baskin, Clarke, Cunningham, Deans, Desmarais, Detwiler, Mulholland, Paquin and Vine.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Miss Russon (Personnel Analyst), and Mrs. Rogers (Administrative Secretary).

The special meeting was called to order to consider the report of the Board's Negotiating Committee relative to agreements reached with O.S.T.F., District 8 and A.E.F.O.

Moved by Miss Detwiler, seconded by Mrs. Deans: That the General Part of the report of the Board's Negotiating Committee be adopted.

Trustee Detwiler remarked this concludes the negotiations with the instructional groups. She thanked Mr. Sinclair and Miss Russon for the assistance rendered during the negotiations.

The report was then adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE BOARD'S
NEGOTIATING COMMITTEE**

Trustees Present: (O.S.S.T.F.) Miss H. Detwiler (Chairman),
Trustee Van Horne.

Trustees Present: (A.E.F.O.) Miss H. Detwiler (Chairman),
Trustees Paquin and Van Horne.

Officials Present: Mr. Bruce Sinclair (Manager, Personnel
and Employee Relations), Mr. Ronald Kennedy (Assistant Super-
intendent, Staffing) and Miss Debbie Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the Board ratify the amended terms of the 1988-89
Collective Agreement reached with O.S.S.T.F., District 8.

2. That the Board ratify the amended terms of the 1988-89
Collective Agreement reached with Association Des Enseignantes
Et Des Enseignants Franco-Ontariens, Hamilton Secondary Unit.

Respectfully submitted,

HELEN DETWILER,
Chairman.

Committee Room,
1988 06 15
1988 06 22.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
THE BRANCH AFFILIATE
Representing Statutory Members of
The Ontario Secondary School Teachers' Federation,
District 8
In The Employ Of The Board**

(1) The parties agree that the terms of this memorandum shall constitute full settlement on all matters in dispute.

(2) The undersigned representatives agree to recommend acceptance of this memorandum to their respective principals.

(3) The term of the Collective Agreement shall be from September 1, 1988 until August 31, 1989.

(4) The parties agree to amend the terms of the 1987-88 Collective Agreement in accordance with the terms of Schedule "A".

(5) Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreement reached between the parties.

Dated at Hamilton this 15th, day of June, 1988.

On Behalf of The Branch
Affiliate

On Behalf of The Board
of Education
For the City of Hamilton

BOARD PROPOSAL**Article 1—RECOGNITION**

1.02 During the lifetime of this Agreement, the terms and conditions of this Agreement shall be applicable to all statutory members of O.S.S.T.F. employed by the Board under a contract as a teacher as prescribed by the regulations.

Article 2—PURPOSE

2.04 Delete entire article

Article 3—GENERAL TERMS

3.01 “Teacher” in this Agreement means a statutory member of O.S.S.T.F. employed by the Board under a contract as a teacher as prescribed by the regulations.

3.03 Amend to Read:

Superintendent means such Superintendent as may from time to time be assigned.

Article 5—APPOINTMENTS

5.03 The Director and Superintendent shall determine the position to which a teacher shall be assigned, subject to the terms of the Collective Agreement.

5.04 A A teacher’s appointment to any of the following positions shall be on an “Acting” basis for a period not exceeding three years:

- (i) Assistant to the Department Head
- (ii) Department Head
- (iii) Assistant to the Principal
- (iv) Vice-Principal
- (v) Principal
- (vi) Program Leader - Alternative Education

5.04 B (i) After the completion of the period of the Acting appointment, the teacher shall either:

(a) be confirmed in the appointment by a resolution of the Board, if the teacher’s performance has been satisfactory and the position remains necessary,

or

(b) be promoted.

(ii) If, after completion of the term of the Acting Appointment, the position does not remain necessary or the teacher's performance was not satisfactory, then the teacher shall be returned to his or her former position or its equivalent.

5.05 A (i) A teacher's appointment to any of the following positions shall be on a limited term basis:

(a) Coordinator — for a term of five years, renewable for a further period at the mutual consent of the teacher and the Board.

(b) Area Supervisor — for a term of three years, non-renewable.

(c) Adjustment Counsellor, Consultant, Staff Assistant — for a term of three years, renewable for a further period at the mutual consent of the teacher and the Board.

(ii) Upon completion of the limited term appointment, the teacher shall be returned to his or her former position or its equivalent, or be promoted.

(iii) A teacher whose limited term appointment is expiring shall be informed by the Board of his or her new assignment at least one month prior to the expiration of the appointment.

5.06 A temporary appointment shall be used whenever a teacher is appointed to one of the positions listed in Article 5 above as a replacement for an incumbent on leave or otherwise temporarily absent.

5.07 A teacher shall be appointed to a position of Administrative Assistant for a term of two years, non-renewable. At the completion of the term, the teacher shall be promoted or returned to his or her former position or its equivalent.

5.08 (i) If a vacancy in a position listed in Article 5.04 occurs, it shall be posted in each school and the Education Centre at least 10 school days prior to the stated deadline for application. If the Board establishes a promotional list of qualified applicants as a result of filling an initial vacancy, the Board may use the promotional list to fill subsequent vacancies occurring during the remainder of the school year without posting subsequent vacancies except for the position of Principal and Vice-Principal which shall be for 24 months.

(ii) New appointments to positions of responsibility which have become vacant during the school year will be made as soon as possible after the vacancy occurs.

(iii) Notwithstanding Article 5.08 (i), the Board may, through appointment, fill a position temporarily in the most convenient manner where the vacancy in a position of responsibility listed under Article 5 is to last for a period less than one complete semester. Any allowance payable shall be effective from the date of temporary appointment.

(iv) An unsuccessful applicant for a position of responsibility who has been interviewed for that position shall be notified in writing when the position is filled. Upon request, the teacher shall be granted an interview with the appropriate Board Official to discuss the matter.

5.09 If the Board creates a new position to be filled by a member of O.S.S.T.F., either by reclassification or the use of terminology or nomenclature not presently in the Agreement, the Board and the Branch Affiliate shall meet forthwith to negotiate the salary, allowance and other terms of employment.

5.10 (a) The provision of this Article 5 shall apply to all new appointments of responsibility made by the Board with an effective date of appointment on or after September 1, 1988.

(b) A teacher who continues to hold a position of responsibility and whose appointment date was prior to September 1, 1988 shall hold such appointment in accordance with the original terms of his or her appointment.

Article 6—STAFFING, SURPLUS & REDUNDANCY

6.01 B (e) Amend date to read February 28.

6.01 B (f) Personnel Officer becomes Manager of Personnel and Employee Relations and amend date to March 31st.

6.07 (a) The Superintendent of Schools and Assistant Superintendent, Staffing, in conjunction with the Principals, shall review the tentative staff lists of those surplus teachers still unassigned.

6.15 C Leave of Absence With Salary Holdback

1. No change

2. No change

3. (a) A teacher shall apply to the Board for a paid leave of absence according to the appropriate schedule below which sets out the date the leave may commence and the amount of the teacher's salary that shall be held back for the full period preceding the leave.

(b) The Board shall notify the applicants prior to October 15 of the year of application if the applicant has permission for such a leave.

(c) No change

(d)(i) The salary that is held back together with accrued interest shall be held in trust by the Hamilton Teachers' Credit Union and shall be paid to the teacher during the period in which the leave is taken.

(ii) Schedule - Year's Leave

<u>Latest Date of Application</u>	<u>Earliest Date of Leave</u>	<u>Salary Holdback</u>
Sept. 15, 1988	Sept. 1/90 or Feb. 1/91	1/3
	Sept. 1/91 or Feb. 1/92	1/4
	Sept. 1/92 or Feb. 1/93	1/5

If the leave is to commence on September 1st of the year, salary holdback shall commence effective September, 1988.

If the leave is to commence on February 1st of the year, salary holdback shall commence effective February, 1989.

(iii) Schedule - Semester Leave

<u>Latest Date of Application</u>	<u>Earliest Date of Leave</u>	<u>Salary Holdback</u>
Sept. 15, 1988	Sept. 1/90	1/4
	Feb. 1/91	1/5
	Sept. 1/91	1/6
	Feb. 1/92	1/7
	Sept. 1/92	1/8
	Feb. 1/93	1/9

Salary Holdback shall commence effective September 1, 1988.

Article 7—Amend to Read:

Program Consolidation and School Closure — Positions of Responsibility Located in Secondary Schools.

Article 8—EDUCATION CENTRE DECENTRALIZATION AND AREA OFFICE REORGANIZATION

— Positions of responsibility Located at the Education Centre and Area Offices.

8.01 No teacher shall, by reason of administrative reorganization, be deprived of the teacher's rights to placement in a position elsewhere in the system according to qualifications, seniority and the terms of Article 6.

8.02 Wherever possible, the Board will use administrative transfers to place teachers who have been displaced from positions of responsibility in the Education Centre or Area Offices as a result of administrative reorganization.

8.03 A teacher holding a confirmed appointment who is displaced from a position of responsibility in the Education Centre or Area Offices as a result of administrative reorganization shall, wherever possible, be given the first opportunity to transfer to a comparable vacant position elsewhere in the system for which the teacher is qualified.

8.04 A teacher confirmed in a position of responsibility in the Education Centre or Area Offices and posted to a position of lesser responsibility or to a teaching position as a result of administrative reorganization shall retain his or her existing allowance or annual grid salary, whichever is applicable. The allowance or annual grid salary shall be red-circled and frozen for a period up to three years, after which the teacher shall be paid the rate for the then current assignment.

If the teacher refuses an offer of appointment to a comparable position of responsibility, then the teacher shall be paid the salary rate applicable to his or her existing assignment, effective the first of the month following.

8.05 A teacher holding a term appointment in a position of responsibility in the Education Centre or Area Offices and posted before the expiry of the full term to a position of lesser responsibility or to a teaching position as a result of administrative

reorganization shall retain his or her existing allowance or annual grid salary, whichever is applicable, for any period which remains in the original term.

This article shall not apply to a teacher who has been appointed for a limited term to replace a teacher in a position of responsibility.

8.06 A teacher displaced from a position of responsibility in the Education Centre or Area Offices under these procedures shall be allowed to exercise his or her seniority as determined under Article 7.04 (a) to return to a position of responsibility in the secondary schools at his or her former level by displacing the teacher with the least seniority in that position of responsibility.

8.07 These procedures shall cover displacements from positions of responsibility at the Education Centre and Area Offices effective for September 1, 1988, and thereafter.

Article 9—SECONDARY SCHOOL SALARY GRID

9.01 Effective September 1, 1988 until August 31, 1989:

<u>Year</u>	<u>Category 1</u>	<u>Category 2</u>	<u>Category 3</u>	<u>Category 4</u>
0	\$24,913	\$26,274	\$28,311	\$29,897
1	26,274	27,747	30,010	31,707
2	27,630	29,218	31,707	33,521
3	28,988	30,688	33,406	35,330
4	30,344	32,160	35,105	37,145
5	31,707	33,632	36,806	38,956
6	33,068	35,105	38,506	40,767
7	34,426	36,579	40,202	42,577
8	35,788	38,048	41,900	44,388
9	37,145	39,521	43,597	46,204
10	38,506	40,995	45,298	48,016
11	41,674	44,166	49,831	53,227

Article 11 - Principals, Vice-Principals, Co-Ordinators and Area Supervisors

11.01 Effective September 1, 1988 until August 31, 1989: Principals of Composite Secondary Schools, Secondary Schools (Vocational) and Continuing Education shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$65,868
1	68,386
2 or more	70,901

11.02 Effective September 1, 1988 until August 31, 1989: Vice-Principals of Composite Secondary Schools and Secondary Schools (Vocational) shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$60,296
1	61,729
2 or more	63,163

11.03 Effective September 1, 1988 until August 31, 1989: Co-Ordinators and Area Supervisors shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$61,664
1	63,189
2 or more	66,175

Co-Ordinators and Area Supervisors shall be entitled to 5 weeks annual vacation normally to be taken during July and August but alternative scheduling shall be possible by mutual agreement between the Superintendent and the member. After 25 years of service the entitlement shall be 6 weeks annual vacation.

Article 12 - RESPONSIBILITY ALLOWANCES - SECONDARY SCHOOLS

12.01 Composite Secondary Schools

Allowances beyond the regular grid salary shall be paid to teachers in the following areas:

(i) Major Head - \$3,700 effective September 1, 1988. English, Business Education, Technical Education, Guidance, Mathematics, Science, Languages, History, Geography, Physical and Health Education (Boys), Physical and Health Education (Girls), Family Studies, Music, Art and E.A.S.L. credit granting program at Sir John A. Macdonald.

(ii) Assistant to the Head - \$1,850 effective September 1, 1988.

(a) Assistant Headships shall be established in a department in a school where the number of equivalent full-time teacher timetables is 4 or more, or where 7 or more teachers are assigned courses in the department.

(b) In addition to Article 12.01 (ii) (a) the Director or Superintendent may establish one or more Assistant Headships in a department.

(c) An Assistant Head whose position of responsibility is eliminated under the foregoing criteria shall be posted to an available Assistant Headship position, or, if no vacancy, as a replacement for the Assistant Head with the least seniority according to Article 7.04. An Assistant Head displaced by this procedure shall be posted to a teaching position in accordance with Article 6.01.

(d) An Assistant Head displaced by this procedure shall be given first opportunity of returning to an Assistant Headship according to seniority as defined in Article 7.04. Upon return, prior service in an Acting capacity shall be counted in determining the date the appointment becomes confirmed under Article 5.04 of the Collective Agreement.

(e) For an Assistant Head who holds a confirmed appointment and is displaced from the position under Article 12 (ii) (a) the responsibility allowance shall be red-circled and frozen for a period of one year, after which he shall be paid the rate of his or her then current assignment.

(f) The procedures in sub-sections (c), (d) and (e) shall apply only to displacements at the level of Assistant Head occurring on and after the ratification date of this Agreement.

(g) Notwithstanding the above, for those Assistant Heads displaced effective September 1, 1984 the right of recall shall apply as defined in Article 12.01 (ii) (d).

(iii) Outdoor Education Resource Teacher - \$1,114 effective September 1, 1988.

(iv) Senior Teacher Technical Education - \$590 effective September 1, 1988.

(v) If a teacher in charge of Library is:

(a) Uncertificated, certificated with a partial timetable, or certificated operating a partial programme - \$883 effective September 1, 1988.

(b) Certificated, with a full timetable and operating a full programme as specified by the Superintendent - \$2,140 effective September 1, 1988.

(vi) Teachers in German and Latin Departments, depending upon the size of the department and subject to the recommendation of the Director and Superintendent - \$738 effective September 1, 1988.

(vii) Alternative Programme Leader(s) - \$3,700 effective September 1, 1988.

(viii) An allowance of \$629 per annum shall be paid to the teacher who is assigned computer liaison and coordination duties. Arrangements will also be made by the Board for the assignment of 2 half days of supply teaching time per month to provide for the teacher appropriate time to perform the required duties.

(ix) Special Assignment Teacher — The term of the special assignment shall normally be for a period of up to 10 school months, but may be extended by mutual consent of the teacher and the Board. The teacher shall be paid the greater of:

(a) the teacher's current rate of salary plus allowance,

(b) the teacher's grid salary rate under Article 9.01 plus a monthly allowance of \$112.

12.01 (i) Staff Assistants shall be paid grid salary plus a responsibility allowance of \$5,302 effective September 1, 1988. Staff Assistants shall be entitled to 5 weeks annual vacation, normally to be taken during July and August but alternate scheduling shall be possible by mutual agreement between the Superintendent and the member. After 25 years of service the entitlement shall be 6 weeks annual vacation.

(ii) Consultants shall be paid grid salary plus a responsibility allowance of \$3,700 effective September 1, 1988.

(iii) Adjustment Counsellors shall be paid grid salary plus a responsibility allowance of \$3,700 effective September 1, 1988.

(iv) Co-ordinators (Co-op Education) shall be paid grid salary plus a responsibility allowance of \$1,850 effective September 1, 1988.

12.03 The travel allowance shall be paid according to Board policy.

**Article 13 —SPECIAL ALLOWANCES -
SECONDARY SCHOOLS (VOCATIONAL)**

13.01 (i) Allowances beyond the regular grid salary shall be paid as follows, subject to the provisions of Article 13.02:

	Effective Sept. 1/88
Teachers of Secondary Schools (Vocational) (excluding Principals)	\$ 749
Assistant to the Principal	\$3,700
Department Head (Ainslie Wood)	\$3,700

(ii) Effective September 1, 1987, an allowance of \$367 per annum shall be paid to the teacher who is assigned computer liaison and coordination duties.

13.02 (i) Effective September 1, 1977, the \$749 allowance shall be paid beyond the regular grid salary to a teacher who received the allowance in the 1976/77 school year and who continues to teach in a Secondary School (Vocational) after August 31, 1977. Effective September 1, 1977, the \$749 allowance shall be paid beyond the regular grid salary to a teacher who is presently in the employ of the Board and who commences teaching in a Secondary School (Vocational) between September 1, 1977 and December 31, 1977 and who continues to teach in a Secondary School (Vocational).

(ii) For a teacher who enters the employ of the Board after August 31, 1977, and who teaches in a Secondary School (Vocational), the following certificate allowance shall be paid beyond the regular grid salary:

Effective September 1, 1988:

\$250 - elementary certificate in special education

\$499 - intermediate certificate in special education

\$749 - specialist certificate in special education under the following conditions:

(i) the allowance shall only be paid for the highest certificate held by the teacher, and

(ii) provided that this certificate has not been used for category placement.

Article 15—ALLOWANCES FOR RELATED TRADE AND BUSINESS EXPERIENCE, DEGREES, DIPLOMAS

15.01 Subject to the recommendation of the Director and Superintendent, teachers in Composite and Vocational Secondary Schools shall be paid \$300 per year for each year of related trade and business experience in excess of those years required to gain admission to a Faculty of Education, up to a maximum allowance of \$2,400. This allowance shall not exceed the maximum of the teacher's category.

15.02 If a recognized post graduate degree is not used for category placement, an allowance shall be paid beyond the regular grid salary to a teacher who holds such a post graduate degree in accordance with the following schedule:

- (i) \$715 per annum for the first such post graduate degree, and
- (ii) an additional \$594 per annum for the second post graduate degree.

This allowance shall be limited to two degrees and shall be paid effective from the first day of the month following registration of the degree with the Board. This allowance shall not apply to Principals, Vice-Principals, and Co-Ordinators and Area Supervisors.

15.03 An allowance beyond the regular grid salary may be paid to a teacher who holds one of the following diplomas: A.R.C.T., A.T.C.M., A.O.C.A., or C.M.A. on the recommendation of the Superintendent, providing that the diploma is not used for category placement as follows:

— effective September 1, 1988 — \$357 per annum.

This allowance shall be paid effective from the first day of the month following registration of the diploma with the board. This allowance shall not apply to Principals, Vice-Principals, Co-Ordinators and Area Supervisors.

16.07 Effective September 1, 1988 teaching staff of Summer School shall be paid as follows:

(i) Teachers - New Credit Course	\$2,915
- Remedial Course - 1 course	1,458
- 2 courses	2,915

(ii) Co-Principals of Summer School	1,720
(iii) Subject Co-Ordinator	2,915

16.08 Effective September 1, 1988 teaching staff of Evening School shall be paid as follows:

(i) Certificated Teachers of Credit Courses	\$26.50 per hour.
(ii) as per present agreement	
(iii) Supervisors of Evening School	\$3,686
(iv) Assistant Supervisors of Evening School	3,310
(v) as per present agreement	

16.10 The principal of a Secondary School in which an Evening School is held shall receive \$421 per year effective September 1, 1988 as nominal head of the Evening School.

16.11 Continuing education teachers tutoring students in credit courses in Independent Home Study programs at Adult Education Centres:

(a) \$26.50 per hour effective September 1, 1988.

(b)(ii) The Board will contribute 75% of the premium cost of employee benefits effective September 1, 1988.

(iv) - 75% Board contribution to the Dental Plan effective September 1, 1988 with the claimant being reimbursed of the cost of the insured services (not to exceed 75% of the 1988 O.D.A. rate schedule).

- Effective January 1, 1989 the claimant shall be reimbursed 75% of the cost of the insured services under Dental Plan #9 based on the 1989 O.D.A. rate schedule.

- Effective September 1, 1988, restorative benefits equivalent to Riders #2 & #4 of the Blue Cross Dental Plan shall be implemented providing a 60% reimbursement level (based on the 1988 O.D.A. rate schedule) with benefits limited to \$1,500 per person per policy year. The individual teacher shall pay the full premium cost of restorative benefits under the Dental Plan. Effective January 1, 1989, reimbursement will be based on the 1989 O.D.A. rate schedule.

(d) present (d) to be numbered as (i) and amend maximum accumulation to read 100 days.

(ii) **New:** Effective September 1, 1988, teachers who are regularly employed for less than 25 hours per week will receive 1 day sick leave per working month non-accumulative beyond the end of the school year.

Article 17—EMPLOYEE BENEFITS

17.01 (i) The Board shall contribute one hundred percent (100%) of the premium cost as of September 1, 1988 of the following plans:

O.H.I.P.

Semi-Private Hospital Care (Blue Cross or a mutually agreed upon carrier)

Extended Health (Vision Care up to \$125 every two years)

(Hearing Aids - \$500 every five years)

Basic Group Life Insurance (up to \$50,000 coverage).

NOTE: Vision Care to include reference re prescription safety glasses for science, technical, art and physical education teachers.

17.04 Under the present Group Life Insurance Plan (G.422) teachers shall pay, effective September 1, 1988, the full premium for Optional Dependent's Group Life Insurance - \$20,000 - spouse; \$5,000 - each dependent child.

17.07 (a) Effective September 1, 1988 the Board shall contribute 100% of the premium cost for full-time teachers based on the 1988 O.D.A. rate schedule of the Dental Plan with benefits equivalent to Blue Cross Plan #9. The Board's premium contribution for a part-time teacher shall be pro-rated in the same proportion that the part-time timetable bears to a full-time timetable, with the teacher contributing the remainder through payroll deduction. The plan shall reimburse a claimant 75% of the cost of the insured services (not to exceed 75% of the 1988 O.D.A. rate schedule). Newly hired teachers and teachers returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. A teacher may elect, in writing, not to be enrolled under the Plan.

(b) Effective January 1, 1989 the claimant shall be reimbursed 75% of the cost of the insured services under Dental Plan #9 based on the 1989 O.D.A. rate schedule.

(c) Effective September 1, 1988, restorative benefits equivalent to Riders #2 & #4 of the Blue Cross Dental Plan shall be implemented providing a 60% reimbursement level (based on the 1988 O.D.A. rate schedule) with benefits limited to \$1,500 per person per policy year. The individual teacher shall pay the full premium cost of restorative benefits under the Dental Plan. Effective January 1, 1989, reimbursement will be based on the 1989 O.D.A. rate schedule.

Coverage under Dental Plan #9 plus restorative benefits shall be mandatory for all teachers who are presently enrolled unless a teacher elects in writing prior to October 1, 1988 not to be covered under the dental plan.

The Board will offer an open enrollment period of 30 days for new subscribers to elect such coverage.

17.09 Effective September 1, 1988, a member who retires before the compulsory retiring age and who receives an immediate pension from the Teachers' Superannuation Commission shall have the option of retaining coverage at the member's own cost under the Dental, Semi-Private Hospital Care, and Extended Health plans of Article 17 under the following conditions:

(i) to (v) of present collective Agreement.

Article 20—MATERNAL LEAVE

20.01 (ii) Delete "for a period of at least twelve months and eleven weeks".

(x) **New:** A teacher granted a maternal leave of absence on and after September 1, 1988 shall be compensated by the Board under a U.I.C. approved supplementary benefit plan for the 2 week waiting period under U.I.C. at a weekly rate equal to 60% of the teacher's weekly insurable earnings under U.I.C., provided that the teacher:

(i) is eligible for maternal leave benefits under U.I.C.

(ii) makes a claim to the Board on a form to be provided indicating the weekly amount payable by U.I.C. (As further clarification, the weekly supplementary benefit for the 2 week waiting period shall be equal to the weekly benefit received by the teacher under U.I.C.).

No supplementary benefit will be paid under this plan for any week in the waiting period which falls outside the teacher's normal employment period (i.e. July and August if 10 month employment). This plan shall be subject to approval of U.I.C.

20.02 (i) Delete. Renumber subsequent sub-sections.

(vi) **New:** A teacher granted an adoption leave on and after September 1, 1988 shall be compensated by the Board for the 2 week waiting period under U.I.C. under the very same conditions as provided for under article 20.01 (x).

Appendix "G"—TO BECOME LAST ARTICLE IN THE COLLECTIVE AGREEMENT

LETTER OF INTENT — APPROVED TEACHING EXPERIENCE

Two representatives each from the Board and the Branch Affiliate shall meet to agree upon a definition for approved teaching experience under Article 9.02. Representatives shall report their findings to their respective principals by October 31, 1988. Any agreement which is duly ratified by the parties shall be incorporated as an appendix to the 1988-89 Collective Agreement.

FRATERNAL PLAN

Representatives of District 8 and the board shall meet in the month of June to discuss services that might be provided by the Human Resources Department as part of payroll sign-up procedures for those newly hired teachers who elect coverage under the Fraternal Plan.

LETTER OF INTENT

In organizing school timetables in the pilot schools for the 1988/89 school year, the Superintendent of Schools and the Principal in implementing B 1(a) of the Component Staffing Model shall ensure that:

(a) no individual class is overloaded to the detriment of classroom instruction.

(b) no individual teacher's maximum teaching load totalled for both semesters is unreasonable given the nature of the assignments and the normal expectations under the component staffing model.

It is further agreed that:

(c) a representative of District 8 shall meet, prior to September 30, 1988, with the Superintendent of Schools and the Principal to review teacher loadings assigned for the 1988/89 school year at the the pilot schools.

Signed this 17th day of May, 1988.

On Behalf of District 8

On Behalf of the Board

**MEMORANDUM OF AGREEMENT
UNDER APPENDIX D & E
OF THE COLLECTIVE AGREEMENT**

The parties agree to the following provisions:

PHASE 1 - PILOT STUDY 1988/89

The component staffing model as attached to this Memorandum shall be implemented as a pilot at Sir John A. Macdonald and Ainslie Wood secondary schools for the 1988/89 school year.

**PHASE II - EVALUATION OF PILOT DURING
FIRST SEMESTER 1988/89**

A committee shall be established in September, 1988 to monitor and evaluate the pilot component staffing model, in accordance with the terms of reference attached to this Memorandum.

**PHASE III - NEGOTIATIONS ON AN EXTENDED
PILOT FOR 1989/90**

Following submission of the Committee's report on the evaluation of the pilot, the parties shall meet commencing in February, 1989 to negotiate a component staffing model to be implemented as an extended pilot in a minimum of two composite secondary and two vocational secondary schools for the year 1989/90 school year.

**PHASE IV - EVALUATION OF EXTENDED
PILOT DURING FIRST SEMESTER 1989/90**

The evaluation committee established in Phase II shall also monitor and evaluate the component staffing model used in the extended pilot for 1989/90. The terms of reference for the Committee shall be as attached for the 1988/89 pilot, with timelines advanced one year and a final report by February 1, 1990.

**PHASE V - NEGOTIATIONS FOR IMPLEMENTATION
ACROSS PANEL FOR 1990/91**

Following submission of the Committee's report on the evaluation of the extended pilot, the parties shall meet commencing in February, 1990 to negotiate a component staffing model to be implemented across the secondary panel for the 1990/91 school year.

OTHER GENERAL TERMS

(i) The provisions of the component staffing model shall replace those of Article 24 of the Collective Agreement (Working Conditions) for those schools involved in the pilot and extended pilot during the 1988/89 and 1989/90 school years.

(ii) Item #1, Appendix E of the Collective Agreement shall be amended to read September 1, 1990 rather than September 1, 1989.

(iii) This memorandum shall be subject to approval by the Board and District 8, at the time the 1988/89 Collective Agreement is subject to ratification.

(iv) Notwithstanding the terms of sub-section (iii), the Board, with the agreement of District 8, will implement Phase I of this memorandum (pilot model at Sir John A. Macdonald and Ainslie Wood secondary schools) effective for the 1988/89 school year.

Signed this 17th day of May, 1988.

On Behalf of District 8, OSSTF

On Behalf of the Board

ATTACHMENT #1 STAFFING MODEL

A ADMINISTRATION & SERVICES TEACHER COMPONENTS

A 1. A Composite or Vocational school office will be staffed annually as of September 30th as follows:

- (a) one principal
- (b) one vice-principal for a school population of up to 800 students
- (c) 1.5 vice-principals for a school population of 840 or more students

- (d) 2 vice-principals for a school population of 1,000 or more students
- (e) There will be a tolerance factor of 5% in the staffing of vice-principals.

A 2.(a) In a composite school there will be one department head for each of the following departments as designated in the 1987-88 Collective agreement:

English
Mathematics
Business
Technological Studies
Science
Visual Arts
Music
History
Geography
Languages
Family Studies
Guidance
Boys' Physical Education
Girls' Physical Education
E.A.S.L. (Sir John A. Macdonald)

(b) In a vocational secondary school there will be one academic department head and one vocational department head.

(c) Each department in a secondary school will have one assistant head if the department has four equivalent full timetables (23 instructional lines plus one administrative line), or seven teachers assigned courses in the department.

A 3. ASSIGNED TIME

(A) In non-semestered schools, and semestered schools (average of 2 semesters) the maximum assigned time for a teacher will be seventy-five percent (75%) of SIT, designated as follows:

i) a) Composite Department Head	12.5% of SIT
	Departmental Administration
	62.5% of SIT
	Teaching and other professional duties

b) Assistant Department Head and Teachers	75% of SIT Teaching and other professional duties
ii) a) Vocational Department Head	25% of SIT Departmental Administration 50% of SIT Teaching and other professional duties
b) Assistant Department Head and Teachers	75% of SIT Teaching and other professional duties

(B) In addition to the maximum assigned time in (A), the Principal may assign a teacher to replace absent teachers and to perform occasional supervisory duties as the need arises up to a maximum of five per cent (5%) of SIT.

(C) A teacher who teaches at two schools during the same school day and who is required to travel during the lunch period shall have one unassigned period immediately before or after the lunch period. This unassigned period shall not be in addition to the amount of unassigned time granted to a teacher under (A) above.

A 4. Each Composite or Vocational school will have a minimum of one full-time guidance counsellor. Guidance counsellors will be staffed at a ratio of one counsellor to 300 students excluding the department head's administrative time allocation. For each additional 50 students, 1 staff line in each semester will be provided.

A 5. Each Composite or Vocational school will have a minimum of one full time teacher-librarian.

A 6. Each composite school shall have the following additional teacher lines:

- 1 line for business training office supervision
- 1 line for computer resource support
- 1 line for EASL assessment duties

A 7. Cooperative education programs in Composite or Vocational schools will be staffed as follows:

(a) in composite schools for every 15 students enrolled, there shall be one line of a teacher timetable provided for program implementation, administration, evaluation and student monitoring.

(b) in Vocational schools for every 12 students enrolled, there shall be one line of a teacher timetable provided for program implementation, administration, evaluation and student monitoring.

B CLASSROOM TEACHER COMPONENTS

B 1. a) Class Loadings: Average

Each Composite or Vocational school will be staffed **annually** as of September 30th according to the following average class loadings:

- 28 students in an advanced level academic class
- 23 students in a general level academic class
- 17 students in a basic level academic class
- 17 students in a composite technical class
- 16 students in a vocational technical class
- 15 in an EASL class

B 2. a) The board shall endeavour to keep the number of bi-levelled/stacked classes to a minimum.

b) Courses shall be defined as one subject taught at one grade and one level.

C SPECIAL EDUCATION TEACHER COMPONENTS

C 1. In a Composite school, identified exceptional students placed in regular classes will be regarded as the equivalent of two mainstream students. Average class loadings will be adjusted accordingly.

C 2. One full time learning resource teacher will be assigned for each Composite and Vocational school.

C 3. In a composite school one line of teacher timetable will be assigned in each semester for work with the gifted program.

ATTACHMENT #2

COMMITTEE TERMS OF REFERENCE

The parties agree to establish a committee to evaluate during the first and second semesters of 1988/89 the pilot component staffing model in place at Sir John A. Macdonald and Ainslie Wood Secondary Schools and to report with recommendations to the Board and District 8 OSSTF by February 1, 1989 and June 1, 1989; and to evaluate the extended pilot component staffing model involving a minimum of 4 secondary schools during the first semester of 1989/90 and to report with recommendations to the Board and District 8, OSSTF by February 1, 1990.

COMMITTEE STRUCTURE:

(i) The Committee shall consist of:

- 4 representatives selected by District 8, OSSTF.
- 4 representatives selected by the Board, one of whom shall be a trustee.

(ii) The Committee may invite additional resource personnel to attend meetings from time to time.

(iii) The Principals of the secondary schools involved in the pilot and extended pilot shall be invited to serve as resource personnel as required.

TIMELINES:

Pilot Study 1988/89

(i) The Committee shall be established in September of 1988, will meet at least twice a month commencing in October, 1988.

(ii) The Committee must submit its first report with recommendations to the parties on or before February 1, 1989, and the second report on or before June 1, 1989.

Extended Pilot Study 1989/90

(i) The Committee shall be reconstituted in September 1989, and will meet at least twice a month commencing in October, 1989.

(ii) The Committee must submit its final report with recommendations to the parties on or before February 1, 1990.

COMMITTEE'S TASKS:

(i) Monitor and evaluate the component staffing model implemented in the 1988/89 pilot, as to its affect on:

- educational needs of students, and classroom instruction,
- delivery of program and education services,
- school organization, administration, support services,
- timetabling, course offerings, option sections,
- staff allocations, teacher workloads, class sizes,
- comparison with the traditional staffing model in place in other schools,
- implementation and application across the panel in all secondary schools,
- financial implications.

(ii) Make recommendations on the design and implementation of a component staffing model in a minimum of 4 secondary schools as an extended pilot for the 1989/90 school year.

(iii) Recommend the secondary schools to be included in the extended pilot for 1989/90.

(iv) Monitor and evaluate the component staffing model implemented in the 1989/90 extended pilot under the same terms of reference specified under section (i) for the 1988/89 pilot.

(v) Act as an advisory group to the negotiating committees of the parties.

(vi) Using September 30, 1988 data, examine the component staffing model by way of simulation, as if it had been applied to all secondary schools for the 1988/89 school year.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
THE BRANCH AFFILIATE
Representing Statutory Members of
ASSOCIATION DES ENSEIGNANTES ET DES
ENSEIGNANTS FRANCO-ONTARIENS,
HAMILTON SECONDARY UNIT
In the Employ of the Board**

- 1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
- 2. The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.
- 3. The term of the Collective Agreement shall be from September 1, 1988 until August 31, 1989.
- 4. The parties agree to amend the terms of the 1987-88 Collective Agreement in accordance with the terms of Schedule "A".

Dated at Hamilton this 22nd day of June, 1988.

**ON BEHALF OF
L'ASSOCIATION DES
ENSEIGNANTS FRANCO-
ONTARIENS, HAMILTON
SECONDARY SCHOOL
UNIT**

**ON BEHALF OF THE
BOARD OF EDUCATION
FOR THE CITY OF
HAMILTON**

_____	_____
_____	_____
_____	_____
_____	_____

Article 1—RECOGNITION

1.02 During the lifetime of this Agreement, the terms and conditions of this Agreement shall be applicable to all statutory members of the Branch Affiliate employed by the Board under a contract as a teacher as prescribed by the regulations.

Article 2—PURPOSE

2.03 Delete entire Article

Article 3—GENERAL TERMS

3.01 "Teacher" in this Agreement means a statutory member of the Branch Affiliate employed by the Board under a contract as a teacher as prescribed by the regulations.

3.03 Superintendent means such Superintendent as may from time to time be assigned.

Article 5—APPOINTMENTS

5.03 The Director and Superintendent shall determine the position to which a teacher shall be assigned, subject to the terms of the Collective Agreement.

Article 6—STAFFING, SURPLUS AND REDUNDANCY**6.01 B**

(d) Amend date to read February 28.

(e) Amend date to reach March 31.

6.11 B Leave of Absence With Salary Holdback

1. No change

2. No change

3. (a) A teacher shall apply to the Board for a paid leave of absence according to the appropriate schedule below which sets out the date the leave may commence and the amount of the teacher's salary that shall be held back for the full period preceding the leave.

(b) The Board shall notify the applicants prior to October 15 of the year of application if the applicant has permission for such a leave.

(c) No change.

(d) (i) The salary that is held back together with accrued interest shall be held in trust by the Hamilton Teachers' Credit Union and shall be paid to the teacher during the period in which the leave is taken.

(ii) Schedule - Year's Leave

Latest Date of Application	Earliest Date of Leave	Salary Holdback
Sept. 15/88	Sept. 1/90 or Feb. 1/91	1/3
	Sept. 1/91 or Feb. 1/92	1/4
	Sept. 1/92 or Feb. 1/93	1/5

If the leave is to commence on September 1st of the year, salary holdback shall commence effective September, 1988.

If the leave is to commence on February 1st of the year, salary holdback shall commence effective February, 1989.

(iii) Schedule - Semester Leave

Latest Date of Application	Earliest Date of Leave	Salary Holdback
Sept. 15/88	Sept. 1/90	1/4
	Feb. 1/91	1/5
	Sept. 1/91	1/6
	Feb. 1/92	1/7
	Sept. 1/92	1/8
	Feb. 1/93	1/9

Salary Holdback shall commence effective September 1, 1988.

Article 8—SALARY GRID

8.01 (i) Effective September 1, 1988 until August 31, 1989:

Years of Experience	Category 1	Category 2	Category 3	Category 4
0	\$24,913	\$26,274	\$28,311	\$29,897
1	26,274	27,747	30,010	31,707
2	27,630	29,218	31,707	33,521
3	28,988	30,688	33,406	35,330
4	30,344	32,160	35,105	37,145
5	31,707	33,632	36,806	38,956
6	33,068	35,105	38,506	40,767
7	34,426	36,579	40,202	42,577
8	35,788	38,048	41,900	44,388
9	37,145	39,521	43,597	46,204
10	38,506	40,995	45,298	48,016
11	41,674	44,166	49,831	53,227

Article 10—PRINCIPAL & VICE-PRINCIPAL SALARY GRID

10.01 The Principal of G. P. Vanier Secondary School shall be paid in accordance with the following salary schedule effective September 1, 1988:

Years of Experience	Salary
0	\$65,868
1	68,386
2 or more	70,901

10.02 The Vice-Principal of G. P. Vanier Secondary School shall be paid in accordance with the following salary schedule effective September 1, 1988:

Years of Experience	Salary
0	\$60,296
1	61,729
2 or more	63,163

Article 11—RESPONSIBILITY ALLOWANCES

11.01 (i) (a) Where a single subject is taught by two or more teachers and where more than one and one-half full time teaching timetable is involved, one of the teachers shall be the head, be

assigned responsibility for the subject, and shall be paid a responsibility allowance of \$2,190 effective September 1, 1988.

(b) Effective September 1, 1989 delete present 11.01 (i) and renumber subsequent articles.

(ii) (a) Where a subject is taught by three or more teachers and where more than two and one-half full time teaching timetables are involved, one of the teachers shall be designated as department head, assigned responsibility for the subject, and shall be paid a responsibility allowance of \$3,700 effective September 1, 1988.

(b) Effective September 1, 1989, allowances beyond the regular grid salary in accordance with Article 11.01 (ii) shall be paid to department heads in the following areas: Francais, Business Education, Technical Education, Guidance, Mathematics, Languages, Social Studies, Physical and Health Education, Science, and Arts.

(iii) Delete present (iii)

(iv) Delete present (iv) and replace with the following renumbered as (iii): Effective for September 1, 1988, an Arts Department incorporating Visual Arts, Dramatic Arts and Music shall be established with a Headship allowance in accordance with Article 11.01 (i) of the Collective Agreement.

(v) Renumber as (iv) and amend to read: An allowance of \$883 per annum effective September 1, 1988 shall be paid to the teacher in charge of Library.

(vi) Renumber as (v) and amend to read: The Curriculum Consultant (full-time) shall be paid grid salary plus a responsibility allowance of \$3,700 effective September 1, 1988.

(vii) Delete present article.

(viii) Renumber as (vi) and amend to read: An allowance of \$629 per annum shall be paid to the teacher who is assigned computer liaison and coordination duties. Arrangements will also be made by the Board for the assignment of 2 half days of supply teaching time per month to provide for the teacher, appropriate time to perform the required duties.

Article 13—ALLOWANCES FOR RELATED TRADE AND BUSINESS EXPERIENCE, DEGREES AND DIPLOMAS

13.01 Teachers shall be paid, on the recommendation of the Director and Superintendent, \$300 per year for each year of related trade and business experience in excess of those years required to gain admission to a Faculty of Education up to a maximum allowance of \$2,400. This allowance shall not exceed the maximum of the teacher's category.

13.02 If a recognized post graduate degree is not used for category placement, an allowance shall be paid beyond the regular grid salary to a teacher who holds such a post graduate degree in accordance with the following schedule:

(i) \$714 per annum for the first such post graduate degree, and

(ii) an additional \$594 per annum for the second such post graduate degree.

This allowance shall be limited to two degrees and shall be paid effective from the first day of the month following registration of the degree with the Board. This allowance shall not apply to the Principal and Vice-Principal.

13.03 An allowance of \$357 per annum, beyond the regular grid salary, may be paid to a teacher who holds one of the following diplomas: A.R.C.T., A.T.C.M., A.O.C.A., or C.M.A., on the recommendation of the Superintendent, providing that the diploma is not used for category placement. This allowance shall be paid effective from the first day of the month following registration of the diploma with the Board. This allowance shall not apply to the Principal and Vice-Principal.

Article 14—EMPLOYEE BENEFITS

14.01 (i) Amend to read: The Board shall contribute 100% (one hundred per cent) of the premium cost as of September 1, 1988 of the following plans:

O.H.I.P.

Semi-Private Hospital Care (Blue Cross or a mutually agreed upon carrier)

Extended Health

- (- including vision care \$125.00 every two years
 - including Hearing Aids \$500.00 every five years)
- Basic Group Life Insurance (up to \$50,000 coverage).

Note: Vision Care - to include reference re prescription safety glasses for science, technical, art and physical education teachers.

(v) **New:** Effective September 1, 1988, Extended Health, Dental and Semi-Private Hospital Care Plans shall include unmarried, unemployed dependent children under twenty-five (25) years of age in full-time attendance at a school, college or university.

14.05 Dental Plan

(a) Effective September 1, 1988 the Board shall contribute 100% of the premium cost for full-time teachers based on the 1988 O.D.A. rate schedule of the Dental Plan with benefits equivalent to Blue Cross Plan #9. The Board's premium contribution for a part-time teacher shall be prorated in the same proportion that the part-time timetable bears to a full-time timetable, with the teacher contributing the remainder through payroll deduction. The plan shall reimburse a claimant 75% of the cost of the insured services (not to exceed 75% of the 1988 O.D.A. rate schedule). Newly hired teachers and teachers returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. A teacher may elect, in writing, not to be enrolled under the Plan.

(b) Effective January 1, 1989 the claimant shall be reimbursed 75% of the cost of the insured services under Dental Plan #9 based on the 1989 O.D.A. rate schedule.

(c) Effective September 1, 1988, restorative benefits equivalent to Riders #2 and #4 of the Blue Cross Dental Plan shall be implemented providing a 60% reimbursement level (based on the 1988 O.D.A. rate schedule) with benefits limited to \$1,500 per person per policy year. The individual teacher shall pay the full premium cost of restorative benefits under the Dental Plan. Effective January 1, 1989 reimbursement will be based on the 1989 O.D.A. rate schedule.

Coverage under Dental Plan #9 plus restorative benefits shall be mandatory for all teachers who are presently enrolled unless a teacher elects in writing prior to October 1, 1988 not to be covered under the dental plan.

The Board will offer an open enrollment period of 30 days for new subscribers to elect such coverage.

14.03 Under the present Group Life Insurance Plan (G.422) teachers shall pay, effective September 1, 1988, the full premium cost for Optional Dependent's Group Life Insurance - \$20,000 - spouse; \$5,000 - each dependent child.

14.06 Effective September 1, 1988, a member who retires before the compulsory retiring age and who receives an immediate pension from the Teachers' Superannuation Commission shall have the option of retaining coverage at the member's own cost under the Dental, Semi-Private Hospital Care, and Extended Health plans of Article 14 under the following conditions:

(i) to (v) of present Collective Agreement.

Article 17—MATERNAL LEAVE AND ADOPTION LEAVE
(In accordance with the Employment Standards Act)

17.01 (ii) Amend to Read:

An employee who is pregnant and who has been employed by the Board immediately preceding the estimated day of her delivery whether such employment commenced before or after the coming into force of the Act, shall be entitled upon her application therefore to a leave of absence of at least seventeen (17) weeks from her employment or such shorter leave of absence as the employee may request commencing during the period of eleven (11) weeks immediately preceding the estimated day of her delivery.

17.01 (xi) New:

A teacher granted a maternal leave of absence on and after September 1, 1988 shall be compensated by the Board under a U.I.C. approved supplementary benefit plan for the 2 week waiting period under U.I.C. at a weekly rate equal to 60% of the teacher's weekly insurable earnings under U.I.C., provided that the teacher:

(i) is eligible for maternal leave benefits under U.I.C.

(ii) makes a claim to the Board on a form to be provided indicating the weekly amount payable by U.I.C. (As further clarification, the weekly supplementary benefit for the 2 week waiting period shall be equal to the weekly benefit received by the teacher under U.I.C.)

No supplementary benefit will be paid under this plan for any week in the waiting period which falls outside the teacher's normal employment period (i.e. July and August if 10 month employment). This plan shall be subject to approval of U.I.C.

17.02 (vi) New:

A teacher granted an adoption leave on and after September 1, 1988 shall be compensated by the Board for the 2 week waiting period under U.I.C. under the very same conditions as provided for under Article 17.01 (xi).

Article 21—WORKING CONDITIONS

21.02 (i) Effective September 1, 1989: The maximum assigned time for a teacher shall be seventy-five per cent (75%) of S.I.T., designated as follows:

	Non-Semestered Schools	Semestered Schools Average of Both Semesters
(a) Department Heads as listed under Article 11.01 (ii)(b)	12.5% of S.I.T. Subject Administration 62.5% of S.I.T. Teaching and other professional duties	12.5% of S.I.T. Subject Administration 62.5% of S.I.T. Teaching and other professional duties
(b) All other teachers	75% of S.I.T. Teaching and other Professional duties	75% of S.I.T. Teaching and other Professional duties

**Article 24—EVALUATION OF JOB PERFORMANCE FOR
COMPETENCE AND CONTRACT
MAINTENANCE**

24.01 (i) Amend to read: "Evaluation" shall mean an assessment of a teacher's work by a Supervisory Officer of the Board, a Principal, a Vice-Principal, or a Supervisor for the purpose of determining the quality of job performance.

Article 29—FEE DEDUCTION — NEW

29.01 In the event that its legal obligation under the Teaching Profession Act to collect membership fees should cease, the Board agrees to deduct, on the regular payday, the membership and monthly dues assigned by the Federation from all employees in the bargaining unit, and to remit them to the Provincial Treasurer of A.E.F.O. at the end of each month. In consideration of the Board's deducting the monthly contributions, the Branch Affiliate undertakes and agrees to indemnify and save harmless the Board from any and all claims, demands, actions, liability, loss, damages, costs and expenses which the Board may hereafter incur, suffer or be required to pay by means of having made said deduction or deductions.

APPENDIX B

The parties agree that the staffing provisions of the Collective Agreement shall, notwithstanding the term of the Agreement, remain in force for a two year period from September 1, 1988 until August 31, 1990, and not be subject to renegotiation for the 1989/90 school year.

APPENDIX C**Re: Agreement on Negotiating Procedure for the
1989-90 Collective Agreement**

The parties agree that contract negotiations between the Board and the A.E.F.O. Branch Affiliate on a renewal Agreement for the 1989-90 school year shall not commence until a collective agreement for the 1989-90 school year has been entered into between the Board and District 8, O.S.S.T.F. Branch Affiliate.

The foregoing agreement on the negotiating procedure shall not remove the obligation of the Branch Affiliate to serve notice on the Board of its desire to negotiate a new Agreement under Article 27.01 (i), nor the obligation of the parties to meet within 30 days after the giving of such notice in accordance with Article 27.02.

**LETTER OF UNDERSTANDING — ARTICLE 9.01
(a) (iv), IMPROVED QUALIFICATIONS**

This will confirm that the Board will continue its practice of giving consideration to the extension of the December 31st deadline where the submission of an A.E.F.O Rating statement is delayed by unusual circumstances beyond the control of the teacher.

If the submission of a rating statement is likely to be delayed beyond December 31st, the teacher is required to notify the Superintendent's Office, and provide any further information required.

Nothing in this letter removes the obligation of the teacher to provide notification of intention to submit improved qualifications in accordance with the terms of Article 9.

LETTER OF INTENT - re Pay Dates

A representative of the Branch Affiliate shall be invited to sit as a member of an internal committee to be established by the Department of Finance to examine the present pay dates for monthly salaried employees.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 07 21.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, McMurrich, Mulholland, Paquin, Rogers and Whiteman.

Officials Present: Messrs. Krever (Director of Education and Secretary), Rielly (Associate Director), Penner (Superintendent of Finance and Treasurer), Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Stockwell (Superintendent of Schools, Area Three), Ms. Gillie (Superintendent of Schools, Area Four), Orlando (Superintendent of Plant), Shewfelt (Controller), Sinclair (Manager, Personnel and Employee Relations) and Mrs. Rogers (Administrative Secretary).

The minutes of the last regular meeting and special meetings of 1988 05 30, 1988 06 07 and 1988 06 21 were adopted as presented.

A note of thanks from Jetta Kenny thanking the Board for its expression of sympathy, a note of thanks from Dorothy Kerr thanking the Board for the retirement reception, the Toronto Board of Education requesting support of a resolution on day care, the Minister of National Health and Welfare and the Minister of Consumer and Corporate Affairs both relating to the labelling of foods, and the Ministry of Health commending the Board on its AIDS education were read to the members. All communications were received and filed with the exception of the Toronto Board of Education's letter.

Moved by Mrs. Baskin, seconded by Canon Rogers: That the Board of Education for the City of Hamilton endorse the action of the Toronto Board of Education and add its name to the petition re the provision of financial assistance and financial planning to public non-profit Day Care Boards located in schools and operated by Boards of Education. Carried.

Committee reports were presented as follows:

Operations Management Committee — regular and special - Mr. McMurrich.

Personnel and Organization Committee — regular and special - Mrs. Clarke.

Moved by Canon Rogers, seconded by Mr. Allen: That the General Part of the report of the Operations Management Committee, and the special report, be adopted.

Moved in amendment by Mr. McMurrich, seconded by Mrs. Baskin: That clause 10 of the General Report of the Operations Management Committee be amended to read: That the Board of Education for the City of Hamilton tender for the addition to George R. Allan Elementary School no later than January or February 1989 for construction to commence in the spring for completion September, 1989.

Speaking to the amendment, Trustee McMurrich believed the amendment allows flexibility for the officials to select the best time to tender as the industry is volatile.

The amendment was then adopted.

At the request of Trustee Barker, clause 22 was voted on separately.

With reference to clauses 14 and 15, Trustee Mulholland asked if the City will pay for the local improvement costs, but Mr. Penner indicated the Board must pay these costs in accordance with the Municipal Act. Trustee Mulholland expressed his concerns in this regard that the Board would lose money, and Mr. Penner replied it is the Board's policy to sell for local improvements.

The report, as amended, with the exception of clause 22 was then adopted.

Prior to the consideration of clause 22, Trustee Barker noted she will not vote nor debate the clause due to possible conflict of interest. Clause 22 was then adopted.

Trustee Mulholland then referred to the archive project and the fact that a plaque at Bartonville School should be recovered before it is demolished. Mr. Orlando will look into this.

Moved by Mrs. Clarke, seconded by Mr. Whiteman: That the General Part of the report of the Personnel and Organization Committee, and the special report, be adopted. Carried.

Congratulations were extended to Mr. Shewfelt on his appointment as the new Superintendent of Finance and Treasurer.

In pursuance of the notice she gave at the last regular meeting, it was moved by Mrs. Bell and seconded by Mr. Allen: That the Outdoor Education Programme be monitored in the first few months of the new school year and a report be given at the January meeting of the Development Committee to determine any adverse effect of this cut on the children in the classroom.

Trustee Bell recalled the budget deliberations whereby half of the staff was cut. Since then, concerns on the impact to the students have arisen especially for students in the inner city.

Trustee Baskin understood there are two people on staff and the cut was by one-third.

Trustee Detwiler suggested other means may be taken to undertake the programme at a lesser expense, but she agreed the programme should not suffer.

While Trustee Mulholland supported the motion, he cautioned the members when they make cuts during the budget process, and then proceed to put the cuts back in.

Trustee Hicks supported the motion but he recalled the Outdoor Education programme was re-organized, and it was not a budget cut. The Director replied that is correct.

Trustee Allen cited safety concerns and referred to an example of taking a group of children to a very large conservation area.

In closing debate, Trustee Bell did not want to suggest the programme be reinstated, but that it be monitored.

The motion was adopted.

Judith Bishop, Chairman of the Special Education Advisory Committee, presented the 1987-1988 annual report of that committee. On behalf of the Committee, Mrs. Bishop thanked Mr. Krever for his work in the field of special education.

Moved by Mrs. Baskin, seconded by Mrs. Deans: That the Board extend its appreciation to Judith Bishop, the hard-working Chairperson of the Special Education Advisory Committee and the other non-trustee members of the Committee for their dedication and hard work during the last twelve months. Carried.

Moved by Canon Rogers, seconded by Mrs. Bell: That the Inaugural of the 1989 Board be held on Thursday, December 1st, 1988.

It was pointed out the Development Committee meeting would be changed, probably to be moved into the second week in December.

The motion was then carried.

Moved by Mr. McMurrich, seconded by Mrs. Clarke: That the Board take no action on Section Three of Bill 106. Carried.

Moved by Mr. Whiteman, seconded by Mrs. Bell: That when this Board adjourns, it stand adjourned, until the September meeting unless called for a special meeting by the Chairman. Carried.

Trustee Bell wanted to commend Messrs. Rielly and Lavoie for their assistance in arranging for exchange teachers from France to visit an English as a Second Language class. It was her understanding these teachers thoroughly enjoyed their visit.

FRENCH LANGUAGE

Presentation of Report - special meeting - Mr. Paquin

Moved by Mr. Paquin, seconded by Mrs. Barker: That the report of the special meeting of the French Language Education Council be adopted. Carried.

ELEMENTARY/SECONDARY

A note of thanks from Georgia Mair thanking the Board for the Retirement Reception, and a note of appreciation from Lauren Tindall for the manner in which the Board worked with her during her tenure as President, were read to the members. These were received and ordered filed.

Moved by Mr. McMurrich, seconded by Mr. Hicks: That the Elementary/Secondary Part of the report of the Operations Management Committee be adopted. Carried.

Moved by Mrs. Clarke, seconded by Mrs. Bell: That the Elementary/Secondary Part of the report of the Personnel and Organization Committee, and the special report, be adopted. Carried.

Under Unfinished Business, Trustee Detwiler presented the following motion relative to Bill 125.

Moved by Miss Detwiler, seconded by Mrs. Deans: That in accordance with Section 206A, sub-section 6, Bill 125, the number of members of the Board shall be deemed to be 16 elected by the public school electorate.

Trustee Detwiler remarked the Board operates efficiently with 16 members, and sees no reason to change, but Canon Rogers spoke against the motion and suggested there are times where two extra trustees are needed to assist with the business of the Board. Trustee Whiteman felt more information is required before two additional trustees can be put in place.

Trustee Bell felt there should be equal representation across the City and Trustee Hicks agreed the number should remain as it is. Trustee Deans maintained the increased number would create confusion if the numbers

are different in some wards. Trustee Baskin understood the legislation was put forward because of some Boards having problems with members and conflicts of interest, but Trustee Baskin asked how the amalgamation with the Wentworth County Board of Education would fit in this.

Mr. Krever replied the process is covered in the Act. Trustees are determined by the population in the area.

Discussion ensued on the number of votes required to pass the resolution whereby three-quarters of the total number of trustees of the Board (i.e. 16 members = 12 votes) is required and not those in attendance at the meeting, and the fact that the Board is forced to vote on keeping its status quo.

Trustee Mulholland thought the intent of the legislation was to strengthen the democratic process. He remarked he has always wanted to see only one trustee per ward.

Trustee Kennedy agreed with Canon Rogers' remarks and supported the number being increased to 18 trustees. Trustee Cunningham remarked the numbers could still change again with the proposed amalgamation.

The motion did not receive the required 12 votes, and was thereby defeated.

Trustee Hicks hoped further clarification would be obtained with respect to the number of 12 required to pass the motion, instead of three-quarters of those in attendance.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE EIGHTH REPORT

Present: Robert McMurrich (Chairman); Trustees Deans, Desmarais, Detwiler, Lowe, Rogers and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Clarke, Cunningham, Hicks, Vine and Whiteman.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. J. Penner (Superintendent of Finance and Treasurer), Mr. B. Orlando (Superintendent of Plant), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services - designate), Mr. A. Stockwell (Superintendent of Schools - Area Three), Ms. P. Gillie (Superintendent of Schools - Area Four), Mr. P. Shewfelt (Controller), Ms. G. Rappolt (Assistant Superintendent of Curriculum), Mr. J. Yurkiw (Supervisor of Adjustment Services), Mr. O. Jackson (Supervisor - Research Services), Mr. J. Kerr (Supervisor - Technological Studies), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Associate Director of Education concerning the initiation of smoking cessation programs be approved.

2. That the correspondence from O.S.S.T.F., District 8 and H.T.F. regarding the smoking ban be received and filed.

3. That the following recommendation regarding Child Abuse Prevention Curriculum be approved:

(a) That the Board of Education for the City of Hamilton approve the presentation of the play "Touching", dealing with the prevention of physical and sexual abuse, to 60 primary/junior schools (grades one to grades 5/6) at the cost of \$300 per play:

October, 1988	20 performances	\$ 6,000
January, 1989	20 performances	\$ 6,000
April, 1989	20 performances	\$ 6,000
		<u>\$18,000</u>

4. That the report on the Investment of Short Term Funds be received for information.

5. That the report on Cash Flow be received for information.

6. That the Burglary, Theft and Vandalism Report be received for information.

7. That the following recommendations regarding the Education Archives Project be approved:

(a) That the Hamilton Board of Education establish an educational archives in appropriate surplus space.

(b) That up to \$10,000 be initially expended to cover the cost of equipment, supplies and temporary assistance.

8. That the tender from Harm Schilthuis & Sons Ltd., in the amount of \$791,873 be accepted for the renovations at Robert Land and Fairfield Elementary Schools, for a total of \$961,873 including \$60,000 for Architectural and Engineering Fees, \$60,000 for Mechanical Renovations and \$50,000 for Contingencies and Permits and that the project be financed from Capital Reserves.

9. That the tender from Niagara Relocatable Bldgs. Ltd., in the amount of \$104,880.00 be accepted for the replacement of portables at R. A. Riddell Elementary School, for a total of \$150,000 including \$45,120 for Demolish, Hook-up and Installation and that the project be financed from Capital Reserves.

Amended at Board

10. That the Board of Education for the City of Hamilton re-tender for the addition to George R. Allen Elementary School no later than January or February, 1989 for construction to commence in the spring for completion September, 1989.

11. That the following recommendations regarding the 1989 Proforma Budget be approved:

(a) That the 1989 Proforma Budget be received for information.

(b) That the 1989 Proforma Budget be reviewed in November.

12. That the Board sell the 1.10 acre parcel of land in Lot 31, Concession 3 (Saltfleet) in accordance with Ministry Regulations and that the funds realized for this sale be placed in reserves for capital projects of schools as approved by the Board.

13. That the following recommendation regarding Binkley School be approved:

(a) That Binkley School and site be declared surplus to the Board's needs and be sold in accordance with Ministry regulations with the understanding that the Board will not require additional accommodation to replace Binkley School in this attendance area within ten years of the date of disposal.

14. That the Board sell to the City a strip of land in the Templemead Neighbourhood for roadway purposes by an area containing 5,610 square feet for the price of \$8,344.00 and that the purchaser also pay any costs including legal and surveying costs in this sale.

15. That the Board sell to the City a strip of land in the Broughton East Neighbourhood for roadway purposes by an area containing 23,757 square feet for the price of \$35,635.50 and that the purchaser also pay any costs including legal and surveying costs of this sale.

16. That the report on AIDS education be received for information.

17. That the following recommendation of the Superintendent of Curriculum and Special Services regarding the Hamilton and District Home Builders' Association be approved:

(a) That the Hamilton and District Home Builders' Association be allowed to use 12 parking spaces on the north-east corner of the Education Centre parking lot from January 1, 1989 to March 15, 1989, for the purpose of building and displaying a movable experimental home after which time the home would become the property of the Board of Education for the City of Hamilton.

18. That the Board of Education for the City of Hamilton support the following resolution from the Kirkland Lake & District Roman Catholic Separate School Board and that a letter be sent to the Association of Large School Boards in Ontario advising of this support:

(a) That the Kirkland Lake & District Roman Catholic Separate School Board petition the Government of Ontario to exempt School Boards from paying Provincial Sales Tax; and

(b) That the support of School Boards across the Province be sought.

19. That the following recommendation regarding the A.L.S.B.O. Task Force on Technological Studies be approved:

(a) That the Board of Education for the City of Hamilton endorse the recommendations contained in the Association of Large School Boards in Ontario TASK FORCE Report on Technological Studies.

20. That the following recommendations regarding the External Research Proposals be approved:

(a) That the request of McMaster University and Chedoke-McMaster Hospitals to include our students in a study on "Conduct Disorder" be granted, provided that the involvement of students is voluntary and with parental consent.

(b) That the request of the University of Toronto to include our students in a study on "Communication Development in Hearing-Impaired Children" be granted, provided that the involvement of students is voluntary and with parental consent.

(c) That the request of Wilfred Laurier University to include our students in a study on " 'Touching' - Evaluating the Effectiveness of a Play on Sexual Child Abuse" be granted, provided that the involvement of students is voluntary and with parental consent.

(d) That the request of McMaster University and Chedoke-McMaster Hospitals to include our students in a study on "High School Drop-Outs" be granted, provided that the involvement of students is voluntary and with parental consent.

21. That the following report of the Special Education Advisory Committee be approved:

(a) That, through the Board, the Special Education Advisory Committee requests the Ministry of Education to track the effects of OS:IS on exceptional students for the next four years.

22. That the following report of the Transportation Committee be approved:

(a) That the Hamilton Board of Education supply bus tickets to all resident students of Georges-P.-Vanier who require transportation to go to school according to Board policy.

23. That an ad hoc committee of Trustees and Officials be established according to the Board's Rules and Regulations to study future parking needs.

24. That, when this committee adjourns, it stand adjourned until the September meeting unless called for a special meeting by the Chairman of the Board.

ELEMENTARY/SECONDARY

1. That the following recommendation of the Director of Education be approved:

(a) That the Caledon Alternative Education Program be named "The Phoenix Alternative Education Program".

2. That Vincent Massey School be studied for closure, effective June, 1989.

Respectfully submitted,

ROBERT MCMURRICH,

Chairman.

Board Room,
1988 07 12.

ADDENDA

The following motions were considered at the July meeting of the Operations Management Committee held on 1988 07 12 and were LOST:

GENERAL

1. That the correspondence from O.S.S.T.F., District 8 and H.T.F. regarding the smoking ban be referred to the July Board meeting scheduled for Thursday, July 21st.

2. That the tender from G. S. Wark in the amount of \$739,000 be accepted for the addition at George R. Allan Elementary School, for a total of \$859,000 including \$60,000 for Architectural and Engineering Fees and \$60,000 for Contingencies and Permits and that this project be financed from Capital Reserves.

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE EIGHTH REPORT

Present: Mary Caye Clarke (Chairman); Trustees Bell, Hicks, Whiteman and Van Horne.

Also present: Trustees Allen, Barker, Baskin, Cunningham, Deans, Detwiler, Kennedy, Lowe, Rogers and Vine.

Officials Present: A. J. Krever (Director of Education and Secretary), K. Rielly (Associate Director of Education), D. B. Sinclair (Manager, Personnel and Employee Relations), C. McKague (Superintendent of Curriculum, Special and Educational Services {designate}), R. Orlando (Superintendent of Plant), G. Rappolt (Assistant Superintendent of Curriculum), A. Stockwell (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as amended.

(a) That Deborah Richards be appointed to the probationary Clerical Staff, (Category B2 - maximum \$375.00 per week), effective 1988 07 04, with salary according to schedule.

(b) That the following persons be appointed to the Caretaking and Maintenance Staff, on three months probation as Assistant Caretakers effective as shown, with wage rate according to the Collective Agreement:

David Brown, 1988 07 11 (secondary)

Raymond Henderson, 1988 07 04 (secondary)

John Lane, 1988 07 11 (secondary)

Robin Millen, 1988 07 11 (secondary)

Joseph Pickup, 1988 06 20 (secondary)

Ronald Talbot, 1988 07 04 (secondary)
Randy Tischler, 1988 06 27 (secondary)
William Turnbull, 1988 06 20 (secondary)
Paul Wise, 1988 06 20 (secondary)

(c) That the following persons be appointed to the probationary Cleaning Staff, effective as shown, with wage rate according to the Collective Agreement:

Mable Ethier, 1988 07 04 (elementary)
Ann Hoffman, 1988 07 11 (elementary)
Eileen Gilvear, 1988 07 04 (elementary)
Lynne Jonas, 1988 07 04 (elementary)
Wilamina McGrimmond, 1988 07 11 (secondary)
Lillian Milanovich, 1988 07 04 (elementary)
Edna Shea, 1988 07 06 (elementary)

(d) That Edward Bohe, Administrative Staff, be employed on the casual payroll, effective 1988 07 11 until 1988 08 31, at the equivalent to his current daily rate of pay.

(e) That the resignation of M. Eileen Campbell, Cleaning Staff, for the purpose of retirement be accepted with regret effective 1988 06 29, and that the Board's retirement gratuity be paid (elementary).

(f) That the resignation of William C. Andrus, Maintenance Department, for the purpose of retirement be accepted with regret effective 1988 06 30, and that the Board's retirement gratuity be paid.

(g) That the resignation of Linda J. McKelvie, Cleaning Staff, be accepted with regret effective 1988 06 30. (elementary)

(h) That Terri Adrian, Clerical Staff, be promoted to the position of Transportation Assistant, Category D (under review), (maximum \$449.00 per week), effective 1988 08 01, with salary according to schedule.

(i) That Michael Silbert be returned from Leave of Absence and assigned teaching duties effective 1988 09 01.

(j) That Thea Schaeken, Administrative Staff, be returned from a Personal Leave of Absence effective 1988 09 01.

(k) That the following staff be appointed Special Assignment Teachers, effective 1988 09 01, with terms and conditions of employment subject to the Collective Agreement with the appropriate Branch Affiliate, with salaries according to schedule:

Margaret Bowman (Program Implementation - Areas 4 & 5)
John Lee (Outdoor Education)
Michael MacNeil (Compensatory Education - Areas 1, 2 & 3)
William Manson (Drama)
Patricia Nanayakkara (Compensatory Education - Areas 1, 2 & 3)
Lee Ann Yarwood (Program Modification - Areas 4 & 5)

(l) That Joseph Trovato be reassigned to the position of Behavioural Consultant, for a period of one year, effective 1988 09 01, with salary according to schedule.

(m) That Dr. Marie Boutrogianni be appointed to the position of Psychological Consultant, for a one year term, effective 1988 09 01 until 1989 06 30, with salary according to schedule.

(n) That Vincent Meli be appointed to the position of Collective Bargaining Analyst (Administrative Category 15 - maximum \$34,229 per annum), with a one year probationary period, effective 1988 09 01, with salary according to schedule.

(o) That the following persons be appointed to the probationary Cleaning Staff, effective as shown, with wage rate according to the Collective Agreement:

Sonia Malisa, 1988 07 12 (elementary)
Louise O'Meara, 1988 07 12 (secondary)
Incoronata Siena, 1988 07 12 (elementary)
Joan Smith, 1988 07 11 (elementary)

(p) That David Kennard be appointed to the position of Secondary School Foreman (Administrative Category 14 - maximum \$35,025 per annum), with a one year probationary period, effective 1988 07 25, with salary according to schedule.

(q) That Edward Maskell, Secondary School Foreman, be promoted to the position of Supervisory Foreman (Administrative Category 11 - maximum \$37,728 per annum), with a one year probationary period, effective 1988 07 25, with salary according to schedule.

(r) That Linda Jones, Clerical Staff, be promoted to the position of Clerk-Typist, Category B2, Adjustment Services (maximum \$375.00 per week), effective 1988 07 11, with salary according to schedule.

(s) That the following staff be appointed to the position of Coordinator on an acting basis, effective 1988 09 01, with terms and conditions of employment subject to the Collective Agreement with the appropriate Branch Affiliate, with salaries according to schedule:

Diane Rawsthorn (Primary/Junior Education)
Bryan Schofield (Adjustment Services)
Victor Lepp (Guidance Services)

2. That Paul Shewfelt be appointed to the position of Superintendent of Finance and Treasurer, for a five year term, renewable, effective 1988 11 01, and that he be assigned to the position on an acting basis, effective 1988 10 01, with salary according to schedule.

3. That the role description and job competencies for the position of Superintendent of Information Management Services be referred back to the Transition Management Team in order that more information could be provided with respect to a more concise job description to include duties and qualifications.

4. That the Personnel Training Report be received as presented.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved.

(a) That Ian Nesbitt be appointed to the position of Acting Head of Department (Boys' Physical and Health Education), effective 1988 09 01, with salary according to schedule.

(b) That the following Teachers be re-appointed to the Probationary Staff, effective 1988 09 01, with salaries according to schedule:

Linda Arndt (secondary)
Alexandra Aziz (secondary)
Paul Barber (Reciprocal)(elementary)
Tammy Biggs (4/6 Sem. 1 & 2)(secondary)
Bruce Barrett (secondary)
Barry Bodo (elementary)
Janet Carmichael (secondary)
Paul Clarke (3/6 - F.T Sem. 2 only)(secondary)
Eduardo Cordero (secondary)
Katherine Dittrich (secondary)
Kenneth Durkacz (4/6 Sem. 1 & 2)(secondary)
Paula Griffin (secondary)
Richard Hart (elementary)
Douglas Holmes (secondary)
Gabrielle Keire (secondary)
Robert Kendall (secondary)
Christopher Kostur (Reciprocal)(elementary)
Nancy Kowalchuk (elementary)
John Liddell (secondary)
Karen Maerz (elementary)
Rosemarie Mechel (secondary)
Terrence Micalleff (secondary)
Andrea Mozarowski (secondary)
Rhonda Neale (secondary)
Richard Neufeld (secondary)
Patricia Noel (secondary)
Maria Pastore (elementary)
Arlene Pidruczny (secondary)
Jane Pilling (secondary)
Elaine Poot (secondary)
Marylyn Richter (secondary)
Edith Schroedter (secondary)
Janice Scott (secondary)
Wendy Sherwood (secondary)
Ward Shipman (4/6 Sem. 1 & 2)(secondary)
David Waud (secondary)
Nellie Wong (Reciprocal)(elementary)
Colleen Wray (secondary)
Jane Vince (3/6 - F.T Sem. 1 only)
(secondary)
Nancy Voyer (elementary)
Margaret Young (secondary)

(c) That the following Teachers be appointed to the Probationary Staff, effective 1988 09 01, with salaries according to schedule:

Marianne Bailey (elementary)
Julie Banner (elementary)
Rebecca Beaton (elementary)
Laurie Behr (elementary)
Christine Binicki (elementary)
David Bradley (elementary)
Adele Brown (elementary)
Lynda Bucciero (elementary)
Andre Carignan (elementary)
Pamela Carson-White (elementary)
Susan Cassidy (secondary)
Susan Charuk (elementary)
Marjorie Cooke (elementary)
Rosemary Coomber (elementary)
William De Mille (elementary)
Cynthia De Santis (elementary)
Gabrielle Di Francesco (.8) (elem)
Robert Di Francesco (elementary)
Michael Duckworth (elementary)
Susan Dunlop (elementary)
Douglas Dunford (elementary)
Edward Early (elementary)
Nancy Fernihough (elementary)
Susan Fisher (elementary)
Alison Fletcher (elementary)
Barbara Francis (.5) (elementary)
Nancy Gerstenberger (elementary)
Lorraine Gordon (elementary)
Alice Grodecki (elementary)
Sherry Halla (elementary)
Kelly Hamilton (elementary)
Samuel Hammond (elementary)
Julia Herron (elementary)
Francesca Hill (elementary)
Susan Hill (elementary)
Janice Hogeveen (elementary)
Helen Hubar (elementary)
Marilyn Ialungo (elementary)
Miriam Janssen (elementary)
Kathleen Johnson (3/6 - FT. Sem. 1)
(secondary)

Teresa Katerberg (elementary)
Joyce Laidlaw (elementary)
Maria Pilar Lanillos (elementary)
Florence Lewis (elementary)
Mary-Ann Lindsay (elementary)
Diane Lumsden (.5) (elementary)
Carolyn MacCallum (.7) (elementary)
Debbie MacDonald (elementary)
Janice MacLeod (elementary)
Julie Marshman-MacCuish (elementary)
Edward Martin (elementary)
Sharon McCarroll (.5) (elementary)
Judith Meertens (.5) (elementary)
Joan McDonald (secondary)
Mary Colleen McIntyre de Souza (elem)
Michael McKague (elementary)
Christine McKinty (secondary)
Judy Mendelson (elementary)
James Moore (secondary)
Paula Morris (elementary)
Linda O'Brien (elementary)
Karen Price (elementary)
Andrea Rado (elementary)
Hamid Rahmatien (elementary)
Maryellen Reilly (elementary)
Jane Robertson (elementary)
Jean Robertson (elementary)
Sherry Romaniw (elementary)
Janet Ross (2/6-4/6, Sem. 1 only)
(secondary)
Barbara Russell (secondary)
Stephen Sawford (secondary)
Jean Sedmihradsky (elementary)
Racheline Seidelman (elementary)
Lynn Sheddon (elementary)
Lucy Shipman (3/6 - FT. Sem. 1 only)
(secondary)
Brenda Sinclair (.5) (elementary)
Gerald Smink (3/6 - FT. Sem. 1 only)
(secondary)
Cynthia Smith (elementary)
Suzanne Solnik (elementary)
Hollis Stephen (elementary)
Kathryn Stevenson (elementary)
Barbara Thoman (.4) (elementary)

Roy Vallinga (elementary)
Doris Viastikopoulos (elementary)
Monika Voelkner (elementary)
Melda Wales (elementary)
Brian Ward (elementary)
Suzanne Ward (elementary)
Michael Wilmot (elementary)
J. Paul Wilson (secondary)
Paul Woods (secondary)
Carol Zapotochny (elementary)

(d) That the following Teachers be transferred to the Permanent Staff, effective 1988 09 01, with salaries according to schedule:

Brenda Agostini (elementary)
Virginia Allegra-Disanza (elementary)
Gale Bale (secondary)
Mary Barton (elementary)
Sandra Bowman (secondary)
Joanne Bennett (elementary)
Lenore Besman (elementary)
Penny Binns (elementary)
Marcia Brazel (elementary)
Helen Brown (elementary)
Lynda Burgess (elementary)
Margaret Butler (elementary)
Elisa Cesa (elementary)
Lynda Chittley (elementary)
Lisa Clarke (elementary)
Rene Contant (elementary)
Lucy Cook (elementary)
Ann Cucuz (elementary)
Adrienne Devins (elementary)
Sharon Dobbie (elementary)
Jane Edworthy (elementary)
Catherine Elms (secondary)
David Fawcett (elementary)
Beth Fitzgerald (elementary)
Gylaine Fortin (elementary)
Gail Frost (elementary)
Manon Gaulin (elementary)
Lynn Gillie (elementary)
Patricia Gionet (secondary)
Monique Giroux (elementary)
Marie Golba (elementary)

Sandra Gray (elementary)
Joanne Green (elementary)
Yvonne Guest (elementary)
Patricia Heeley (elementary)
Kevin Heer (elementary)
Gayle Heywood (elementary)
Brenda Holt (secondary)
Lynn Howarth-McCue (elementary)
Dean Huyck (secondary)
Joan Jahn (elementary)
Wayne Jessop (elementary)
Kevin Jones (elementary)
Dale Judd (elementary)
Conrad Lemelin (elementary)
Angela Leone-Camilleri (elementary)
Susan Little (secondary)
Anne Lord (elementary)
Helen MacFarlane (elementary)
Michael MacNeil (elementary)
Toni Major (elementary)
Gale Male (elementary)
A. Joan Mantzel (elementary)
Robert McDermott (elementary)
Jody McGuffin (elementary)
Carma McKay (elementary)
Zina Miller (secondary)
Carol Palombella (elementary)
Tiziana Penny (elementary)
Gisele Portelance (elementary)
Louise Quinn (elementary)
Ingvar Rammo (elementary)
Deanna Richardson (secondary)
Cynthia Robinson (elementary)
Lynn Rossini (elementary)
Marcia Rottman (elementary)
Karen St. Jean (elementary)
Katherine Saunders (elementary)
John Sharp (secondary)
Linda Sixsmith (elementary)
Carla Small (elementary)
Susann Speakman-Carlash (secondary)
Steve Staios (elementary)
Martin Strobl (secondary)
Pamela Swietek (elementary)
Mary Tassy (elementary)

Lynda Temple (elementary)
Anne Trivers (elementary)
Marilyn Vanderdussen (elementary)
Theresa Van Der Spuy (elementary)
Ann Walihura (elementary)
Denise Warrick (elementary)
Sharon Watson (elementary)
Brenda Wisborg (secondary)
Robert Young (secondary)
Lindsey Zablocki (elementary)
Laura Zaffiro (secondary)

(e) That the following Teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Robert Forshaw, 1988 04 19 to 1988 06 03 (secondary)
Patricia Jessop, 1988 05 09 to 1988 06 24 (elementary)
Christine Johnson, 1988 05 25 to 1988 06 29 (elementary)
Olga Ward, 1988 05 24 to 1988 06 20 (secondary)

(f) That secretarial staffing for Vocational Secondary Schools be increased by 1.8 full-time equivalent positions, effective 1988 09 01.

(g) That Ingrid Maraj be appointed to the position of School Social Worker - B.S.W. Level, with a one year probationary period, effective 1988 09 01, with salary according to schedule. (elementary)

(h) That Kathy Faulknor be appointed to the probationary Elementary School Clerical and Secretarial Staff (Category B2 - maximum \$375.00 per week), effective 1988 08 29, with salary according to schedule.

(i) That Ann Walsh be appointed to the probationary Educational Assistant Staff, effective 1988 06 13, with salary according to schedule (elementary).

(j) That Patti Shapton be appointed to the position of Community School Leader (Continuing Education) (maximum \$34,000 per annum), with a one year probationary period, effective 1988 09 01, with salary according to schedule (elementary).

(k) That the requests of the following Teachers for a Release of Contract, effective 1988 08 31, be accepted with regret:

Bonnie Beaven (elementary)
Monique Bourdeau (elementary)
Stephen Morris (elementary)
Mary Stewart (elementary)
Henry Waszczuk (secondary)
Gail Williams (secondary)

(l) That the resignation of Agnes Turbitt, Educational Assistant, for the purpose of retirement, be accepted with regret effective 1988 06 29, and that the Board's retirement gratuity be paid (elementary).

(m) That the resignations of the following persons from the Educational Assistant Staff, be accepted with regret effective as shown:

Barbara I. Korosi, 1988 06 30 (elementary)
Anne W. Pittis, 1988 06 30 (elementary)

(n) That the resignation of Barbara I. Spiak-Nutter, Community School Leader, be accepted with regret effective 1988 08 19 (elementary).

(o) That the following Teachers be returned from Leave of Absence and assigned teaching duties, effective 1988 09 01:

Marilyn Albracht (.5) (elementary)
Jane Arthrell (.4) (elementary)
Patricia Baulcomb (.5) (elementary)
Barbara Bentham (.5) (elementary)
Patricia Bromwich (.5) (elementary)
Mavis Brown (elementary)
Gordon Carruth (secondary)
Patricia Carruth (secondary)
Catherine Court (.5) (elementary)
Valerie Crouse (secondary)
Doreen Dick (elementary)
Helen Donahoe (.5) (elementary)
Barbara Dowlam (.5) (elementary)
Elizabeth Durritt (elementary)
Shawn Duthie (.5) (elementary)
Heather Germain (.5) (elementary)
Alyson Gibson (elementary)
Laurie Gregory (.2) (elementary)
Andrea Kamermans (.5) (elementary)
Pamela Kovacek (.5) (elementary)

Judy Lampman (.2) (elementary)
Wendy Macintosh (.2) (elementary)
Tanya Moore (.5) (elementary)
Barbara Ormond (.666) (secondary)
Frances Pacey (elementary)
Katherine Pelletier (1.0) (elementary)
Catherine Reid (.5) (elementary)
Karen Searles (elementary)
Gordon Stevens (secondary)
Mary Jane Stevens (elementary)
Linda Stirling (elementary)
Pamela Swietek (elementary)
Tine Tartaglia (elementary)
Harry Traini (secondary)
Gloria Woodruff (.5) (elementary)

(p) That the requests of the following Teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with the conditions governing Maternal Leave:

Rhonda Amey, 1988 10 31 to 1989 02 24 (elementary)
Diane Parente, 1988 09 01 to 1988 12 28 (elementary)

(q) That the request of Barbara Plunkett, Teacher, for a Maternal Leave of Absence, be granted in accordance with the conditions governing Maternal Leave, and that this Leave of Absence be followed by a Leave for Parental Reasons, effective 1988 10 03 to 1989 03 17 (elementary).

(r) That Patricia Stones, Secondary School Clerical and Secretarial Staff, be granted a Maternal Leave of Absence, effective 1988 06 16, in accordance with the Employment Standards Act.

(s) That Joan Wright, Educational Assistant, be granted a Personal Leave of Absence, effective 1988 09 19 until 1988 11 30 (elementary).

(t) That the effective dates of Angela Garofalo's Personal Leave of Absence, approved at the June meeting, be changed to 1988 09 12 to 1988 12 30 (elementary).

(u) That the effective dates of Felicia McIntosh's Maternal Leave of Absence, approved at the March meeting, be changed to 1988 09 12 to 1989 01 06 (elementary).

(v) That the request of Bonnie Beaven for a Personal Leave of Absence, approved at the June meeting, be rescinded (elementary).

(w) That the requests of the following Teachers for an extension of their Long Term Disability Leaves of Absence, effective 1988 09 01, be granted:

Margaret Ainsworth (elementary)

Mary Law (elementary)

(x) That the request of the Federation of Women Teachers' Associations of Ontario for the secondment of Alyth Mutart, effective 1988 09 01 to 1989 08 31, be granted (elementary).

(y) That the request of Mel Laforme, Teacher, for a Leave of Absence with pay, effective 1988 09 06 to 1988 10 03 inclusive, be granted (secondary).

(z) That the request of Tamur Pesoton to relinquish his position as Assistant Head of Department (Languages), effective 1988 09 01, be granted.

(aa) That Dino Crapsi be appointed to the position of Acting Head of Department (Geography), effective 1988 09 01, with salary according to schedule.

(bb) That Dennis McIlveen be appointed to the position of Acting Assistant to the Head of Department (English), effective 1988 09 01, with salary according to schedule.

(cc) That the appointments of the following staff, approved at previous meetings, be rescinded:

Margaret Bowman (Assistant Head - English)

Patricia Fulton (Head of Department - Geography)

(dd) That the following secondary school Teachers be transferred to the Hamilton-Wentworth Roman Catholic Separate School Board in compliance with the terms of Bill 30 with respect to Designated Teachers:

Celia Borges

Katharine MacLean

(ee) That Susan Barnard be appointed to the probationary Educational Assistant Staff, effective 1988 09 06, with salary according to schedule (elementary).

(ff) That the request of the Ministry of Education for the secondment of Joan Morse, Acting Secondary Vice-Principal, for the period 1988 09 01 to 1989 08 31, be granted (secondary).

(gg) That Donald Morrow be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1988 09 01, with salary according to schedule.

(hh) That Patricia Fulton be appointed to the position of Acting Vice-Principal of a Secondary School, effective 1988 09 01, with salary according to schedule.

(ii) That Terry Stokoe be appointed to the position of Acting Alternative Education (Elementary) Program Leader, effective 1988 09 01, with salary according to schedule.

(jj) That the appointments of the following staff, approved at previous meetings, be rescinded:

Victor Lepp (Acting Elementary Vice-Principal)

Donald Morrow (Acting Alternative Education {Elementary} Program Leader)

(kk) That Donna Quigley be appointed to the position of Acting Area Supervisor, on a maximum three year term basis, effective 1988 09 01, with salary according to schedule.

(ll) That the appointment of Richard Binns to the position of Acting Area Supervisor, approved at the June meeting, be rescinded.

2. (a) That approval be granted for the request of John C. Kirkland for a Leave of Absence under the Salary Holdback Plan, ("Four Over Five") for the 1992-1993 school year, effective 1992 09 01 to 1993 08 31, subject to the 1988-89 Secondary School Collective Agreement.

(b) That the effective date of leave of absence under the "Four Over Five" Plan, granted to Carol Brittain at the October, 1985 meeting, be changed to read 1989 09 01 to 1990 08 31 (elementary).

Respectfully submitted,

MARY CAYE CLARKE,

Chairman.

Board Room,
1988 07 14.

ADDENDA

The following motions were LOST at the 1988 07 14 public and in-camera portions of the Personnel and Organization Committee:

GENERAL

1. Recommendations of the Director of Education: That the following be added to clause (e): "for a three year term, renewable."

2. That the position of Project Manager, Plant Operations Department, (Administrative Category 5 - \$49,500 per annum maximum) be established, effective 1988 07 01.

3. That the Board hire a consultant firm to short list candidates for Board interviews for the position of Superintendent of Human Resources, at the salary for the position of \$80,050 per annum.

4. That the appointment of the Superintendent of Human Resources be referred to Administration for further information in order to determine feasibility with respect to discussion held at the in-camera session.

**REPORT OF THE
SPECIAL MEETING OF THE
FRENCH LANGUAGE EDUCATION COUNCIL**

Present: H. Paquin (Chairman); Trustees Barker and Desmarais.

Also Present: Trustee Mulholland.

Officials Present: R. Lavoie (Superintendent of Schools - French as a First Language), P. Shewfelt (Controller).

The Council recommends:

That the following recommendations of the Director of Education be approved:

(a) That Francois Benoit be re-appointed to the position of Curriculum Consultant in accordance with the terms of the Collective Agreement for the school year 1988-89.

(b) That Rene Gauthier be appointed to the Probationary Staff, effective 1988 09 01, with salary according to schedule.

(c) That Ralph Grant be appointed to Acting Head of Department (Arts), effective 1988 09 01.

(d) That the resignation of Alain Breton, Teacher, effective 1988 08 31, be accepted with regret.

(e) That the requests of the following teachers for Release of Contract, effective 1988 08 31, be accepted with regret:

Linda Cossette
Paul Denis
Rejean Lavallee

(f) That the request of Richard Sabourin to extend the ending date of his relinquishment as Head of Department (Guidance) to 1989 08 31, be granted.

(g) That the following trip be approved:

(i) G. P. Vanier, Grades 9-13, Montreal, Quebec, 1989 04 26-29 (Tuesday to Friday).

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1988 07 21.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Mr. R. McMurrich (Chairman), Trustees Deans, Desmarais, Detwiler, Rogers and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Hicks, Kennedy, Mulholland, Rogers and Whiteman.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. P. Shewfelt (Controller), Mr. B. Orlando (Superintendent of Plant), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations regarding the report re Buy/Sell Natural Gas be approved:

(a) That the Superintendent of Plant be given authorization to sign the necessary contract with Union Gas.

(b) That the Superintendent of Plant be given the necessary authorization to sign the contract with the successful supplier.

Respectfully submitted,

ROBERT MCMURRICH,
Chairman.

Board Room,
1988 07 21.

**REPORT OF THE
SPECIAL MEETING OF THE
PERSONNEL & ORGANIZATION COMMITTEE**

Present: Mrs. Mary Caye Clarke (Chairman); Trustees Bell, Hicks, Mulholland, Paquin, Whiteman and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy, McMurrich and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Associate Director of Education), Mr. J. Penner (Superintendent of Finance and Treasurer), Mr. P. Beveridge (Superintendent of Curriculum, Special & Educational Services - designate), Mr. B. Orlando (Superintendent of Plant), Mr. P. Shewfelt (Controller), Mr. B. Sinclair (Manager, Personnel & Employee Relations), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

(a) That Sylvia Scarrow be promoted to the position of Employment Officer (Administrative Category 15 - maximum \$34,229 per annum), with a one year probationary period, effective 1988 09 01, with salary according to schedule.

(b) That Ruth Millar, Clerical Staff, be promoted to the position of Section Leader, Office of the Secretary of the Board (Administrative Category 21 - maximum \$30,251 per annum), with a one year probationary period, effective 1988 09 01, with salary according to schedule.

ELEMENTARY/SECONDARY

(a) That Charles Waterman be appointed to the position of Acting Principal of an Elementary School, effective 1988 09 01, with salary according to schedule.

(b) That the following Teachers be appointed to the Probationary Staff, effective 1988 09 01, with salaries according to schedule:

Paula Dale (3/6 - F.T. Sem. 1 only) (secondary)

Norma Ducau (4/6 - 1/6 Sem. 1, F.T. Sem. 2) (secondary)

(c) That the request of Lynne C. Jamieson to relinquish her position as Head of Department (Girls' Physical and Health), effective 1988 09 01 to 1989 08 31, be granted.

(d) That the appointment of Patti Shapton to the position of Community School Leader, approved at the July meeting, be rescinded.

(e) That Colleen Redmond be appointed to the position of Community School Leader (Continuing Education), (maximum \$34,000 per annum), with a one year probationary period, effective 1988 09 01, with salary according to schedule (elementary).

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1988 07 21.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1988 09 01

The Board met.

Present: Mrs. Van Horne (Chairman); Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Hicks, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: K. A. Rielly (Directory of Education and Secretary), A. L. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum and Special & Educational Services), R. Binns (Superintendent of Schools — Area 2), P. Gillie (Superintendent of Schools — Area 4), R. Lavoie (Superintendent of Schools — French as a First Language), R. Orlando (Superintendent of Plant), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), B. Sinclair (Manager, Personnel and Employee Relations), S. Rogers (Administrative Secretary).

FRENCH LANGUAGE

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Education Council be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mrs. Clarke, seconded by Mrs. Bell: That the Elementary/Secondary part of the Special Report of the Personnel & Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

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Chairman.

**REPORT OF THE
SPECIAL MEETING OF THE
PERSONNEL & ORGANIZATION COMMITTEE**

Present: M. C. Clarke (Chairman); Trustees Bell, Hicks, Mulholland, Paquin, Whiteman and Van Horne.

Also present: Trustees Allen, Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Rogers and Vine.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. L. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum and Special & Educational Services), R. Binns (Superintendent of Schools — Area 2), P. Gillie (Superintendent of Schools — Area 4), R. Lavoie (Superintendent of Schools — French as a First Language), R. Orlando (Superintendent of Plant), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), B. Sinclair (Manager, Personnel and Employee Relations), S. Rogers (Administrative Secretary).

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That Barbara Haverty be appointed to the position of Consultant (Primary), on an acting basis, effective 1988 08 01, with terms and conditions of employment subject to the Collective Agreement with the appropriate Branch Affiliate, with salary according to schedule.

(b) That Joseph Bjegovich be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1988 09 01, with salary according to schedule.

(c) That the following teachers be re-appointed to the Probationary Staff, effective 1988 09 02, with salaries according to schedule:

Susan Brooker (elementary)
Loretta Lueloff (secondary)

Mark Novakovic (elementary)
Edward Sober (secondary)

(d) That Celia Borges, who was transferred to the Hamilton-Wentworth Separate School Board, be re-appointed to the Probationary Staff, effective 1988 09 02 (3/6 - Full-Time Sem. 1 only) with salary according to schedule.

(e) That the following teachers be appointed to the Probationary Staff, effective 1988 09 02, with salaries according to schedule:

Wolfgang Boggs (secondary)
Sharon Carson (elementary - section 16)
Louise d'Entremont (elementary)
Diane Dabirian (elementary)
Marilyn dePass (.5) (elementary)
Darlene Elliott (elementary)
Mary Kathryn Evans (.5) (elementary)
Peter Fleming (secondary - section 16)
Gwen French (secondary)
Trisha Hallford (elementary)
Janette Heaven (.5) (elementary)
Christine Johnson (elementary)
John Lowry (secondary)
Edward Mahony (elementary - section 16)
Nora Majik (elementary)
Patti Martindale (.3) (elementary)
Berton Neale (elementary)
Christina Nesbitt (secondary)
Jo-Anne Nicholas (.5) (elementary)
David O'Connor (elementary)
Valentina Philip (.5) (elementary)
Linda Potocic (.8) (elementary)
Norma Ridge (.5) (elementary)
Mary Scime (elementary)
Valerie Shepherd (secondary - section 16)
Nancy Stephens (secondary - section 16)
Nicholas Tsuluca (.5) (elementary - section 16)
Linda Wilson (elementary)

(f) That the appointment of Hamid Rahmatien to the Probationary Staff, approved at the July Meeting, be rescinded.

(g) That Deborah McAlpine be re-appointed to the Temporary Staff, effective 1988 09 02, with salary according to schedule (secondary).

(h) That the request of the CCWEAC for the secondment of James O'Connor, in order to assume the position of Executive Director for a three year period, commencing 1988 09 01, be granted (secondary).

(i) That the request of the Ministry of Education for the secondment of Errol Ellis to the Independent Learning Centre, effective 1988 09 01 to 1989 08 31, be granted (secondary).

(j) That the exchange between Sondra Archibald (Hamilton Board) and Robert Habron (Lakehead Board), approved at the June Meeting be rescinded.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1988 09 01.

REPORT OF THE FRENCH LANGUAGE EDUCATION COUNCIL

Present: H. Paquin (Chairman); Trustees Barker and Desmarais

Officials Present: R. Lavoie (Superintendent of Schools — French As a First Language)

The Council recommends:

1. That the following recommendations of the Director of Education be approved:

(a) That the following teachers be appointed to the Temporary Staff, effective 1988 09 02, with salaries according to schedule:

Lesly Dorce
Denise Gauthier (3/6 - Full Time Sem. 1 only)
Annie Larouche
Pierre Simard
Raynald Trudel

(b) That the appointment of Lucienne Rowan to the position of Acting Head of Guidance be extended to 1989 08 31.

(c) That the resignation of Tammy K. Lacoursiere, Secondary School Secretarial and Clerical Staff, be accepted, with regret, effective 1988 09 09.

Respectfully submitted,

Meeting Room,
1988 08 30.

HUBERT PAQUIN,
Chairman.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 09 15.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Penner (Superintendent of Finance and Treasurer), Beveridge (Superintendent of Curriculum, Special and Educational Services), Orlando (Superintendent of Plant), Binns (Superintendent of Schools — Area 3), Kelly (Superintendent of Schools — Area 2), Lavoie (Superintendent of Schools — French as a First Language), Ms. Gillie (Superintendent of Schools — Area 4), Rothwell (Superintendent of Schools — Area 5), Shewfelt (Controller), Sinclair (Manager, Personnel and Employee Relations) and Mrs. Rogers (Administrative Secretary).

A moment of silence was observed in memory of the late Thomas Drysdale, a caretaker at Hampton Heights, who passed away during the summer.

Mr. Rielly was welcomed to his first regular meeting of the Board as the Director of Education and Secretary. It was also noted that this was Mr. Penner's last meeting as Superintendent of Finance and Treasurer before his retirement.

The minutes of the last regular meeting of 1988 07 21 and special meetings of 1988 06 27 and 1988 06 28 were adopted as presented.

A note of thanks from Cathie Drysdale for the Board's expression of sympathy, two letters from Denise Lilliman in appreciation of awards given her, and a note of thanks for his retiring gratuity from John Nugent were read to the members. Other correspondence received and attached to

the Trustees' agendas were from the City Clerk regarding Bill 125, the Muskoka Board of Education re Reduction in Grant Eligible Microcomputers, and a response from the Ministry of Community and Social Services re boards of child care services.

Mr. Penner reported that he had spoken to the City Clerk who confirmed the reported figures relative to trustee determination and distribution. Since Wards 7 and 8 are the largest wards, there will be 3 trustees elected in each. The Ministry of Education has also confirmed these figures.

In response to Trustee Hicks' inquiry, Mr. Penner said that final figures will be received by October 17; however, it is not expected that any change in the numbers of electors from the McMaster area (Ward 1) will significantly alter the totals. The Ministry of Education has agreed to the figures to date and will use these for election purposes.

All communications were received and ordered filed with the exception of the letter from the Muskoka Board.

Moved by Mrs. Deans, seconded by Mr. Mulholland: That the Hamilton Board of Education support the Muskoka Board in its protest to "the Minister of Education in objecting in the strongest possible terms the unilateral and unconscionable reduction of the grant allocation for grant eligible microcomputers over three months after confirmation by the Ministry of the original allocation, and the approval and submission to the Ministry of the Board's 1988 budget incorporating the original allocation." Carried.

When asked by Trustee Deans, Mr. Shewfelt replied there has been no impact on the Hamilton Board as a result of the Ministry's reduction in allocations for grant eligible microcomputers.

Committee reports were presented as follows:

Operations Management Committee — Mr. McMurrich.

Personnel and Organization Committee, regular and special — Mrs. Clarke.

Moved by Mr. McMurrich, seconded by Mr. Hicks: That the General Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Mrs. Bell: That the General Part of the Personnel & Organization Committee, and the special report, be adopted.

At the request of Trustees Clarke and Whiteman, due to a possible conflict of interest, clause 1 was voted on separately and was adopted. The report, with the exception of clause 1, was then adopted.

Moved by Miss Cunningham, seconded by Canon Rogers: That discussion regarding the hiring of the Superintendent of Human Resources be reopened.

The Chairman informed the trustees that a two-thirds majority vote would be required to reopen discussion. The motion received the two-thirds majority and discussion on the item was held "in-camera" at the end of the meeting. The following motion resulted:

Moved by Canon Rogers, seconded by Mrs. Deans: That Mr. D. B. Sinclair be appointed Acting Superintendent of Human Resources, effective 1988 09 16, with salary according to schedule. Carried.

Moved by Miss Cunningham, seconded by Miss Detwiler: That discussions be reopened regarding the smoking policy of the Hamilton Board of Education.

The Trustees were advised that this motion would require a two-thirds majority for it to be reopened. The motion received the two-thirds majority.

In speaking to the motion, Miss Cunningham said that she has been apprised of information that relates to how the present smoking policy was affecting the system.

Trustee Hicks recalled that when the smoking policy was adopted, there was a rider clause which required the officials to report back to the Board by October.

Trustee Detwiler responded with her concern that the situation was urgent.

The motion was adopted.

Moved by Miss Cunningham, seconded by Miss Detwiler: That the Smoking Policy be amended to read that smoking be banned in Board buildings and that areas outside the buildings be designated.

In speaking to the reason for putting this motion on the floor, Trustee Cunningham said the apparent results of the implementation of the smoking ban on all Board property have had a detrimental effect on the immediate areas around the schools relative to heavy traffic congestion and the amount of debris and garbage left behind by the smokers. She felt strongly that we should continue to restrict the non-smoking policy to inside the buildings but, for public relations and for the safety of those who smoke, designated smoking areas on Board property be established.

Trustee Detwiler added her observations as she spent considerable time investigating the problems that have arisen. She supported Trustee Cunningham's concerns about the safety hazards and the undesirable garbage. For these reasons, she felt she did not want to wait for a report from the officials to deal with the problems.

Trustees Deans, Lowe, Kennedy, Rogers and Vine all spoke in favour of the motion for the reasons stated above.

Trustee Hicks expressed his concern that the amendment is being considered before a report has been received from the officials as specified in the motion that brought about the present policy. He strongly favoured a systematic approach to evaluating the effects of the non-smoking policy. Trustee Hicks also stated that he sees this as an opportunity to educate students about what is right and wrong and what is acceptable behaviour. He indicated he would welcome an opportunity to talk with the Presidents' Council to share some ideas and possible future directions. Above all, Trustee Hicks stated he feels it is wrong to designate smoking areas for the example it sets for other students and thereby giving mixed messages.

Trustees Whiteman, McMurrich and Allen all spoke in favour of waiting for a comprehensive report from the officials before making any change in the policy.

Trustee Bell expressed her opinion that the current policy was well thought out and considered. She was also concerned that changing the policy now would give a message that says if you don't like a policy, just disregard it and it will be changed.

Trustee Bell also objected to the picture being painted of students as smokers who disregard private property and said she feels the majority of students are law abiding and are respecting the smoking policy.

Trustee Baskin expressed her concern at the amount of time this issue has taken. She believes that behaviour cannot be legislated and that the policy has to be realistic.

Trustee Cunningham, in closing the debate, said that problems could be solved now by amending the policy, while keeping the buildings free of smoke as people have the right to work in a smoke-free environment.

A recorded vote was requested and the motion was adopted.

Those in favour: Trustees Rogers, Baskin, Vine, Deans, Lowe, Detwiler, Kennedy, Desmarais, Paquin, Clarke, Cunningham and Van Horne. Those opposed: Trustees Whiteman, Bell, Allen, Mulholland, Hicks, Barker, McMurrich.

Mrs. Van Horne clarified that this motion is only an amendment and does not alter the request for a report from the officials.

Mr. Rielly indicated that he would communicate this new policy to the schools and that the designated smoking areas declared prior to the total ban would then be re-activated. Also, this motion will not affect the programs currently being established for the staff and students.

FRENCH LANGUAGE

The French Language Section reported to the Special Board meeting of 1988 09 01.

ELEMENTARY/SECONDARY

A note of thanks from Joyce Stewart for her retiring gratuity was read. This communication was ordered received and filed.

Moved by Mr. McMurrich, seconded by Mr. Whiteman: That the Elementary/Secondary part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mrs. Clarke, seconded by Mr. Mulholland: That the Elementary/Secondary part of the report and the special report of the Personnel & Organization Committee be adopted. Carried.

Under New Business, Trustee Mulholland reported that he has received a number of calls regarding the Junior Kindergarten and Senior Kindergarten classes from A. M. Cunningham School being temporarily housed at Delta Secondary School. There are concerns about the students having to cross a busy intersection; the principal has requested a traffic guard but the request has been denied. There are also problems relating to the language of the older students who congregate in the doorway where the younger students enter the school and also the location of the gymnasium which has resulted in some near accidents. Trustee Mulholland compared the cost of adding a portable at A.M. Cunningham to that of hiring a full time teacher assistance for the English component and a half-time teacher assistant for the French component as well as library facilities yet to be established.

Trustee Mulholland pointed out that while the above problems have arisen, the move to Delta has eased the accommodation situation and safety and fire hazards at A. M. Cunningham.

In response to Trustee Cunningham's question about what we can do to support the need for a traffic crossing guard, Mr. Rielly said the Board will work through Mr. Penner's office to contact the Traffic Department at City Hall to emphasize the need for assistance. Frank Kelly, the Superintendent of Schools in that area, will be working on the other issues Trustee Mulholland has brought to our attention.

Trustee Deans inquired as to when the trustees might have input in the establishment of the two day care centres. She indicated she would welcome that opportunity and the Special Education Advisory Committee has also expressed an interest.

Mr. Rielly replied that such input will be considered in the future.

Trustee Allen asked if there were any problems relative to elementary and secondary textbooks and computer supplies.

Mr. Rielly said that other than minor problems with some supplies, he is not aware of any serious situations. Mr. Beveridge also stated that computers have been delivered and installation is complete or almost complete.

Trustee Allen noted a computer lab at Scott Park is not complete and he expressed concern that in a semester situation a week or two delay is critical.

Mr. Rielly replied that this will be investigated.

The meeting then adjourned.

RUTH VAN HORNE,
Chairman.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
NINTH REPORT**

Present: Robert McMurrich (Chairman); Trustees Deans, Desmarais, Detwiler, Lowe, Rogers and Van Horne.

Also Present: Trustees Allen, Barker, Clarke, Cunningham, Hicks, Kennedy, Mulholland, Vine and Whiteman.

Officials Present: Mr. K. A. Rielly (Director of Education and Secretary), Mr. A. Stockwell (Associate Director of Education), Mr. J. Penner (Superintendent of Finance and Treasurer), Mr. B. Orlando (Superintendent of Plant), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services), Mr. P. Shewfelt (Controller), Mr. F. Kelly (Superintendent of Schools — Area Two), Mr. R. Binns (Superintendent of Schools — Area Three), Mr. J. Yurkiw (Assistant Superintendent — Special Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the report from the officials re Smoking Cessation Programs be received for information.

2. That the report on the Investment of Short Term Funds be received for information.

3. That the report on Cash Flow be received for information.

4. That the report regarding Progress on Building Projects be received for information.

5. That the account of Evans, Philp in the amount of \$51,400.75 to cover the period April 1, 1988 to June 30, 1988 be paid.

6. That the report regarding D. F. Lunnen Tax Refunds (Canada) Limited be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Hill Park, T. R. Outdoor Education, Valens Conservation Area, 1988 09 26-27 (Monday to Tuesday)

(ii) Hill Park, T. R., Outdoor Education, Valens Conservation Area, 1988 10 04-05 (Tuesday to Wednesday)

(iii) Sherwood, Sr. T.R., Outdoor Education, Valens Conservation Area, 1988 10 04-05 (Tuesday to Wednesday)

(iv) Hampton Heights, Grade 8, Quebec City, 1989 02 22-25 (Wednesday to Saturday)

(v) Vincent Massey, Sr. T.R., Outdoor Education, Valens Conservation Area, 1988 09 26-27 (Monday to Tuesday)

(vi) Vincent Massey, Sr. T.R., Outdoor Education, Valens Conservation Area, 1988 10 04-05 (Tuesday to Wednesday)

(vii) Viscount Montgomery, Grades 7 & 8, Quebec City, Quebec, 1988 10 03-06 (Monday to Thursday)

(viii) G.H.A.C. Reps. Girls' Field Hockey, Waterloo, 1988 11 03-05 (Thursday to Saturday)

(ix) G.H.A.C. Reps. Cross Country, Kingston, 1988 11 05 (Saturday)

(x) G.H.A.C. Girls' "AAA" Basketball, London, 1988 12 01-03 (Thursday to Saturday)

(xi) G.H.A.C. Reps. Nordic Skiing, Barrie, 1989 02 23-24 (Thursday to Friday)

(xii) G.H.A.C. Reps. Alpine Skiing, North Bay, 1989 02 27-28 (Monday to Tuesday)

(xiii) G.H.A.C. Reps. Boys' Wrestling, Kingston, 1989 03 02-03 (Thursday to Friday)

(xiv) G.H.A.C. Reps. Swimming, Etobicoke, 1989 03 03-04 (Friday to Saturday)

(xv) G.H.A.C. Reps. Girls' "AAA" Volleyball, Scarborough, 1989 03 09-10 (Thursday to Friday)

(xvi) G.H.A.C. Reps. Boys' "AAA" Basketball, Scarborough, 1989 03 09-11 (Thursday to Saturday)

(xvii) G.H.A.C. Reps. Girls' Curling, Ottawa, 1989 03 29-31 (Wednesday to Friday)

(xviii) G.H.A.C. Reps. Boys' Curling, Ottawa, 1989 03 29-31 (Wednesday to Friday)

(xix) G.H.A.C. Reps. Boys' Hockey, Fort Frances, 1989 03 30-04 01 (Thursday to Saturday)

(xx) G.H.A.C. Reps. Girls' Gymnastics, Kitchener, 1989 04 21-22 (Friday to Saturday)

(xxi) G.H.A.C. Reps. Badminton, Ajax, 1989 05 05-06 (Friday to Saturday)

(xxii) G.H.A.C. Reps. Boys' Soccer, Peterborough, 1989 06 01-03 (Thursday to Saturday)

(xxiii) G.H.A.C. Reps. Girls' Soccer, Kingston, 1989 06 01-03 (Thursday to Saturday)

(xxiv) G.H.A.C. Reps. Track and Field, Toronto, 1989 06 02-03 (Friday to Saturday)

2. That an ad hoc name search committee made up of 5 trustees be established to study the naming of the new elementary school in Block 79. The report to be presented to the Operations Management Committee within two months.

Respectfully submitted,

ROBERT McMURRICH,

Chairman.

Board Room,
1988 09 06.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
NINTH REPORT**

Present: M. C. Clarke (Chairman); Trustees Bell, Hicks, Mulholland, Paquin, Whiteman and Van Horne.

Also Present: Trustees Baskin, Cunningham, Deans, Detwiler, Kennedy, Lowe, McMurrich, Barker, Rogers and Vine.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. L. Stockwell (Associate Director of Education), D. B. Sinclair (Manager, Personnel and Employee Relations), J. Penner (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum and Special & Educational Services), R. Binns (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), P. Shewfelt (Controller), J. Yurkiw (Assistant Superintendent, Special Services), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the resignation of Elizabeth Hutchison, Cleaner, for purposes of retirement, be accepted, with regret, effective 1988 09 07 and that the Board's retirement gratuity be paid.

(b) That Jennifer Holmes be confirmed in the position of Speech and Language Pathologist effective 1988 08 04.

(c) That Monica Knott be confirmed in the position of Speech and Language Pathologist effective 1988 09 01.

(d) That Kenneth Honybun be confirmed in the position of Staff Assistant, Engineering (Mechanical), effective 1988 07 06.

(e) We regret to announce the death of Thomas Drysdale, former Caretaker of Hampton Heights School.

(f) That the appointments of the following in-school and Education Centre staff be extended as shown:

Gary Gibson, .5, (Media), 1988 09 01 to 1989 08 31

Eric Hipkiss (Special Education), 1988 09 01 to 1990 08 31

Wanda Lane (Special Education), 1988 09 01 to 1989 08 31

Monique Martel (Languages), 1988 09 01 to 1990 08 31

(g) That Brian Clarke be appointed to the position of Programmer, Computer Services (Administrative Category 15 - maximum \$34,229 per annum) for a one year probationary period, effective 1988 10 03, with salary according to the salary schedule.

(h) That Roberta Agnew be appointed to the position of Administrative Assistant - Secondary Schools (Administrative Category 17 - maximum \$33,926 per annum), effective 1988 09 01, with salary according to the salary schedule.

(i) That Sue Troncho be appointed to the position of Speech/Language Pathologist (M. A. Level) (maximum \$41,782 per annum) with a one year probationary period, effective 1988 10 03 with salary according to schedule .

(j) That the following persons be appointed to the probationary Clerical Staff (Category A-B - maximum \$360.00 per week), effective as shown, with salaries according to schedule:

Eva Caruso, 1988 08 15

Susan Scime, 1988 08 23

(k) That the following persons be appointed to the Caretaking and Maintenance Staff, on three months' probation, as Assistant Caretakers, effective as shown, with wage rate according to the Collective Agreement:

David Avery, 1988 08 08 (secondary)

Mark Bradt, 1988 08 09 (secondary)

David Earle, 1988 08 08 (secondary)

David Edacheril, 1988 08 15 (secondary)

Harold Edwards, 1988 08 22 (secondary)

Michael Fabbro, 1988 08 02 (secondary)

Richard Jackson, 1988 08 08 (secondary)

Michel Ranger, 1988 07 25 (secondary)

Jeffrey Walsh, 1988 09 01 (secondary)

Eldon MacInnis, 1988 08 22 (mechanic)

(l) That the resignation of Winnifred M. Coulson, Clerical Staff, for the purpose of retirement, be accepted with regret, effective 1988 08 31 and that the Board's retirement gratuity be paid.

(m) That the resignation of Eleanor Rayburn from the Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1989 01 12 and that the Board's retirement gratuity be paid.

(n) That the resignation of Dennis P. Missett, Caretaker, be accepted effective 1988 09 10 (elementary).

(o) That Shirley Christmas-Moore, Caretaking and Maintenance Staff, be granted a Maternal Leave of Absence, effective 1988 08 29 to 1989 03 17, in accordance with the conditions governing Maternal Leave in the Collective Agreement (elementary).

(p) That Barbara Murdoch, Clerical Staff, be returned from a Maternal Leave of Absence, effective 1988 09 05.

2. That the progress report on the Pay Equity and Job Evaluation Project be received for information.

3. That a 4.9 per cent increase to the Board's travel allowance schedule be approved, effective 1988 09 01.

September,
1988

Supervisory Foremen	\$1,626
Maintenance Foremen	1,626
Supervisor of Maintenance	1,626
Manager — Caretaking Services	1,415
Consultants — Adjustment Services	1,296
Social Worker — Alternative Education	1,235
Adjustment Counsellor	1,296
Co-Ordinator — Special Education	1,296
Consultant — Special Education	1,296
Chief Psychologist	1,296
Consultant — Psychological Services	1,296
Director of Education and Secretary	1,213
Consultant — Co-Op Education	1,114
Assistant Superintendents	1,114
Co-Ordinators	1,114
Superintendents	1,114
Associate Director of Education	1,114
Area Supervisors	1,114
Principal of Continuing Education	1,114
Staff Assistants, Buildings	993
Special Assignment Teacher	993
Programme Leader/Staff Development	993

Consultants (full-time)	993
Itinerant Teachers — Speech, Homebound	993
Communication Resource Teacher	993
Teacher Limited Vision	993
Gifted Learning Resource Teachers	993
Speech Language Pathologist	993
Outdoor Education Resource Teacher	993
Sports Convenor	993
Administrative Assistants to the Director and Superintendents	873
Co-Ordinator, Occupational Health and Safety	873
Manager — Engineering & Maintenance	873
Information Officer	873
Community Facilities Liaison Teacher (half-time)	782
Technical Assistant — Audio Visual	753
Counsellors — Vocational	723
Work Experience Programme	723
Administrative Assistants, 2 schools	664
Audio Visual Technician	664
Internal Auditor	664
Controller	603
Manager, Property and Insurance	603
Manager, Financial Services	603
Manager, Special Projects and Audit	603
Teachers, 2 or 3 moves per day	542
Systems Supervisor	512
Manager of Computer and Technical Services	512
Manager, Personnel and Employee Relations	512
Accounting Supervisor	512
Research Supervisor	512
Budget Manager	512
Social Worker, Compensatory Education	483
Consultants — Part-Time	483
Principals of Two Schools	483
Office Assistant, Computer Education	483
Assistant Sports Convenor	483
Educational Assistants — Speech Aides	483
Teachers, 1 move per day	390
Principal's Assistants and Teacher in more than one school	390
English as a Second Language	390
School Secretaries, 2 schools	361
Educational Assistants, 2 schools	361
Science Technician	361
Staff Members using cars on Board Business	37 cents per mile

4. That effective 1988 11 01, Sun Life Assurance Company be the new carrier for the Board's hospital, medical, dental and group life insurance plans for both teaching and non-teaching personnel.

5. That the Board of Education for the City of Hamilton join the Ontario Public School Boards' Association.

6. That Trustees Clarke, Kennedy and Mulholland represent the Board of Education for the City of Hamilton as voting delegates at the Chartering meeting of the Ontario Public School Boards' Association being held in Toronto, 1988 09 24 and that; Trustee Ruth Van Horne be named as an alternate.

ELEMENTARY/SECONDARY

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Paul Clarke, 1988 09 06 to further notice (secondary)

Patrick Debbeche, 1988 09 09 to 1988 12 16 (elementary)

Christine Fotheringham, 1988 09 06 to further notice (.5)
(elementary)

Beverly Krueger, 1988 09 06 to further notice (elementary)

Karen Devlin, 1988 09 06 to 1989 01 13 (elementary)

Diane Lumsden, 1988 05 15 p.m. to 1988 06 15 (elementary)

Jennifer MacLean, 1988 09 06 to further notice (secondary)

Patti Martindale, 1988 09 08 to 1988 10 07 (.2) (elementary)

Dale Obermeyer, 1988 09 07 to 1988 12 16 (elementary)

George Simpson, 1988 09 06 to 1988 10 03 (secondary)

Joyce Timson, 1988 09 12 to 1989 01 06 (elementary)

David Van Torre, 1988 09 12 to further notice (secondary)

Gail Williams, 1988 09 12 to 1989 01 06 (.5) (elementary)

Zaitoon Adatia, 1988 09 06 to further notice (secondary)

(b) That the effective dates of the appointment of Joyce Laidlaw to the Occasional Staff, approved at the February 1988 Meeting, be changed to 1988 01 28 to 1988 06 30 (elementary).

(c) That the resignation of Peter Costello who is retiring on Superannuation Disability Pension, effective 1988 04 18, be accepted with regret and that the Board's retirement gratuity be paid (secondary).

(d) That the request of Elizabeth Rolland to relinquish her position as Assistant Head of Department (English), effective 1988 09 01 to 1989 08 31, be approved (secondary).

(e) That Timothy Kaye be confirmed in the position of School Social Worker effective 1988 09 01 (elementary).

(f) That Vince Martorelli be confirmed in the position of School Social Worker, effective 1988 09 01 (elementary).

(g) That Patricia Bourque be confirmed in the position of School Social Worker, effective 1988 09 01 (elementary).

(h) That the request of Elizabeth Rolland for a Personal Leave of Absence, effective 1988 09 01 to 1989 08 31, approved at the May 1988 Meeting, be rescinded (secondary).

(i) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Joyce Baker, 1988 10 03 to 1989 01 27 (elementary)

Lisa Clarke, 1988 09 19 to 1989 01 13 (elementary)

Laurie Firlit, 1989 01 02 to 1989 04 28 (elementary)

(j) That the requests of the following teachers for Maternal Leaves of Absence, be granted in accordance with conditions governing Maternal Leaves and that these Leaves of Absence be followed by Leaves of Absence for Parental Reasons, effective as shown:

Susan Gadsby-Prest, 1988 09 01 to 1989 08 31 (elementary)

Diane Ridos, 1988 10 07 to 1989 08 31 (elementary)

Connie Tucker, 1988 10 31 to 1989 03 17 (elementary)

(k) That the requests of the following teachers for Personal Leaves of Absence, effective as shown, be granted:

Elaine Chrystman, 1988 09 01 to 1988 12 31 (elementary)

Wendy Giesbrecht, 1988 09 01 to 1988 11 30 (elementary)

John McKnight, 1988 09 01 to 1989 08 31 (secondary)

Janice Park, 1988 09 01 to 1989 08 31 (elementary)

(l) That the request of Blake Galloway for an extension of his Long Term Disability Leave of Absence, effective 1988 09 01, be granted (elementary).

(m) That the timetables of the following teachers be increased, as shown, effective 1988 09 01:

Rosemary Almas, from .5 to 1.0 (elementary)
Suzanne Artt, from .5 to .7 (elementary)
Christine Beckett, from .7 to 1.0 (elementary)
Sharon Beesley, from .5 to 1.0 (elementary)
Joanne Bennett, from .5 to 1.0 (elementary)
Lenore Besman, from .9 to 1.0 (elementary)
Kathryn Brink, from .5 to .9 (elementary)
Helen Cambridge, from .5 to .9 (elementary)
Nancy Carter, from .5 to 1.0 (elementary)
Lydia Cartlidge, from .7 to 1.0 (elementary)
Kathie Comeau, from .5 to 1.0 (elementary)
Lucy Cook, from .5 to 1.0 (elementary)
Melanie Cooper, from .5 to 1.0 (elementary)
Gail Frost, from .5 to 1.0 (elementary)
Laurie Gregory, from .2 to .3 (elementary)
Leda Guidotto, from .5 to .7 (elementary)
Judy Haskell, from .5 to 1.0 (elementary)
Nancy Jones, from .8 to 1.0 (elementary)
Diana Kidd, from .9 to 1.0 (elementary)
Ellen Knapp, from .6 to 1.0 (elementary)
Jessie LaCombe, from .5 to 1.0 (elementary)
Louise Lefebvre-Brejak, from .5 to 1.0 (elementary)
Marie Marskell, from .5 to 1.0 (elementary)
Elizabeth Matthews, from .6 to .8 (elementary)
Pàtricia McAnally, from .5 to 1.0 (elementary)
Scott McNie, from .3 to 1.0 (elementary)
Marucia Montgomery, from .5 to 1.0 (elementary)
Paula Newcombe, from .5 to 1.0 (elementary)
Joan O'Hara from .667 to 1.0 (secondary)
Arlene Outlaw, from .5 to .7 (elementary)
Darlene Pryde, from .5 to 1.0 (elementary)
Bonnie Quinn, from .667 to 1.0 (secondary)
Sheila Radigan, from .5 to 1.0 (elementary)
June Ruttan, from .5 to 1.0 (elementary)
Pauline Sandys, from .6 to 1.0 (elementary)
Linda Schultz, from .5 to 1.0 (elementary)
Joanne Smees, from .5 to 1.0 (elementary)
Marion Smith, from .5 to 1.0 (elementary)
Lois Tymoshuk, from .5 to 1.0 (elementary)
Carrie Tyrosvoutis, from .5 to 1.0 (elementary)
Marilyn Vanderdussen, from .5 to 1.0 (elementary)
Jane Vansickle, from .5 to 1.0 (elementary)
Kenneth Ward, from .8 to 1.0 (elementary)

(n) That the timetables of the following teachers be decreased as shown, effective 1988 09 01:

Joyce Baker, from 1.0 to .5 (elementary)
Barbara Bentham, from 1.0 to .5 (elementary)
Patricia Bromwich, from 1.0 to .5 (elementary)
Lin Cooper, from 1.0 to .8 (elementary)
Norma Dreossi, from 1.0 to .667 (secondary)
Marguerite Larmand, from 1.0 to .5 (FT - Sem. 1) (secondary)
Marion Liscombe, from 1.0 to .5 (elementary)
Karon McLeod, from 1.0 to .5 (FT - Sem. 2) (secondary)
Lynda Norsworthy, from 1.0 to .5 (elementary)
Carol Pyke, from 1.0 to .5 (elementary)
Katherine Scarth, from .667 to .5 (FT - Sem. 1) (secondary)
Eleanor Shugan, from 1.0 to .5 (elementary)
Barbara Tkach, from .667 to .333 (teaching 4/6 Sem. 2 only) (secondary)
Diane Zolinski, from .667 to .5 (FT - Sem 1) (secondary)

(o) That the appointments of the following in-school and Education Centre staff be extended, as shown:

Louis Quildon (Junior), 1988 09 01 to 1990 08 31
Diane Trembly-Griffen (Primary), 1988 09 01 to 1989 08 31
Margaret Willett (Junior), 1988 09 01 to 1989 08 31

(p) That the appointment of Eleanor Duncan as a .5 Consultant (Writing to Read) be extended and that she be appointed .5 Special Assignment Teacher, effective 1988 09 01 to 1989 08 31, with salary according to schedule.

(q) That Lynn Mitchell, Elementary School Clerical and Secretarial Staff, be promoted to the position of Elementary School Secretary (Category C - maximum \$408.00 per week), effective 1988 08 29, with salary according to the salary schedule.

(r) That Donna Nielsen be appointed to the probationary Secondary School Clerical and Secretarial Staff, (Level 1 - maximum \$362.74 per week), effective 1988 09 12, with salary according to the Collective Agreement.

(s) That Gail Glenny-Burke be re-assigned to the position of School Social Worker, effective 1988 09 01, with salary according to the salary schedule.

(t) That the resignation of Enid Terryberry, Elementary School Clerical and Secretarial Staff, for purposes of retirement, be accepted with regret, effective 1988 08 31 and that the Board's retirement gratuity be paid.

(u) That the resignations of the following persons from the Clerical and Secretarial Staff, be accepted, effective as shown:

Donna L. Caruth, 1988 08 31 (elementary)
 Bonnie L. Griffin, 1988 09 16 (secondary)
 Cynthia M. Rosbrook, 1988 09 09 (secondary)

(v) That the resignation of Lise M. Hannon from the Educational Assistant Staff, be accepted, effective 1988 08 19.

(w) That the following Principals be confirmed in their positions, effective 1988 09 01:

Brian Castle (elementary)	Catharine Powell (elementary)
Jacqueline Diverty (elementary)	Andrea Robertson (secondary)
Norah Franklin (elementary)	Daniel Scarrow (elementary)
Gary Goodale (elementary)	Richard Simpson (elementary)
Murray Kilby (secondary)	James Stewart (elementary)
Frank Kovacs (elementary)	Lee Swan (secondary)
Alexander Kunc (elementary)	Donald Thorne (secondary)
Kathryn Pawlesek (elementary)	Ronald Watson (elementary)

(x) That the following Vice-Principals be confirmed in their positions, effective 1988 09 01:

Eileen Collins (elementary)	Clarke Johnson (elementary)
Olga Hencher (elementary)	James Lindsay (elementary)
Donald Hostein (elementary)	Joan Morse (secondary)

(y) That the following staff members be confirmed in the position stated, effective 1988 09 01:

Dorothy Borsi, Head of Department (Family Studies) (secondary)
 Lesley Cordero, Head of Department (Art) (secondary)
 Brendon Dunne, Head of Department (Geography) (secondary)
 Lesley Fraser, Head of Department (Girls' Physical & Health Education) (secondary)
 Edward Gillis, Head of Department (History) (secondary)
 David Leslie, Head of Department (Languages) (secondary)
 Peter Lindsay, Head of Department (Technical) (secondary)
 William MacPherson, Head of Department (Science) (secondary)

(z) That the following teachers be transferred from the Elementary Panel to the Secondary Panel (Reciprocal), effective 1988 09 01:

Joanne Beard (secondary)	Sam McMinn (secondary)
Lane Hazlewood (secondary)	Carolyn Middleton (secondary)
Frank Laberto (secondary)	Jack Niewland (secondary)

(aa) That the following teachers be transferred from the Secondary Panel to the Elementary Panel (Reciprocal), effective 1988 09 01:

Paul Barber (elementary)	Christopher Kostur (elementary)
Dorothy Borsi (elementary)	Jon Sims (elementary)
Arlene Charters (elementary)	Edward Stodulka (elementary)

(bb) That Sandra Scott, Educational Assistant Staff, be granted a Personal Leave of Absence, effective 1988 09 06 to 1989 06 30.

(cc) That Patricia MacDonald, Elementary School Clerical and Secretarial Staff, be granted a Personal Leave of Absence, effective 1988 09 06 to 1989 06 30.

(dd) That Sue Wojcicki, Secondary School Clerical and Secretarial Staff, be granted a Maternal Leave of Absence, effective 1988 09 12 to 1989 01 06, in accordance with the Employment Standards Act.

(ee) That Terri Teslic, Secondary School Clerical and Secretarial Staff, be granted a Maternal Leave of Absence, effective 1988 10 24 to 1989 02 17, in accordance with the Employment Standards Act, and that this Leave of Absence be followed by a Personal Leave of Absence, effective 1989 02 20 to 1989 08 18.

(ff) That Verna Dell, Elementary School Clerical and Secretarial Staff, be granted a Maternal Leave of Absence, effective 1988 11 21 to 1989 03 17, in accordance with the Employment Standards Act.

(gg) That the request of Gloria Woodruff for an Adoption Leave of Absence, effective 1988 09 01 to 1988 12 31, be granted.

(hh) That the effective dates of the Personal Leave of Absence granted to Alan Moorhead at the May 1988 Meeting be changed to 1988 10 11 to 1989 08 31.

(ii) That Maria Hruska be returned from Leave of Absence and assigned teaching duties, effective 1988 09 01 (secondary).

(jj) That Monica Vicenzio-Gonzalez, School Social Worker, be returned from a Maternal Leave of Absence, effective 1988 09 01.

(kk) That Irene Eke, Elementary School Clerical and Secretarial Staff, be returned from a Personal Leave of Absence, effective 1988 08 22.

(ll) That Darlene MacDonald, Secondary School Clerical and Secretarial Staff, be returned from a Maternal Leave of Absence, effective 1988 09 05.

(mm) That Mary Lou Matteucci, Elementary School Clerical and Secretarial Staff, be returned from a Maternal Leave of Absence, effective 1988 08 29.

2. That the Board rescind the leave of absence granted to Sheila MacLeod for the first semester of the 1990-1991 school year, effective 1990 09 01 to 1991 01 31, and approve her request to withdraw from the Salary Holdback Plan ("Four Over Five").

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1988 09 08.

**REPORT OF THE
SPECIAL MEETING OF THE
PERSONNEL & ORGANIZATION COMMITTEE**

Present: Mrs. Mary Caye Clarke (Chairman); Trustees Bell, Hicks, Mulholland, Whiteman, Paquin and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Desmarais, Detwiler, Hicks, Kennedy, McMurrich, Rogers and Vine.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), J. Penner (Superintendent of Finance and Treasurer), F. Kelly (Superintendent of Schools — Area Two), Ms. P. Gillie (Superintendent of Schools — Area Four), D. Rothwell (Superintendent of Schools — Area Five), R. Lavoie (Superintendent of Schools — French As a First Language), B. Orlando (Superintendent of Plant), P. Shewfelt (Controller), D. B. Sinclair (Manager, Personnel & Employee Relations), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That Kathryn Dilar be re-appointed to the Probationary Staff, effective 1988 09 19 (.5), with salary according to schedule.

(b) That the following teachers be appointed to the Probationary Staff, effective 1988 09 19, with salaries according to schedule:

Heather Hicks-Dyer (.4) (elementary)
Steven R. Kerr (3/6 - Full-Time Sem. 1 only) (secondary)
Kelly Kowalchuk (elementary)
Norah Kozicz (3/6 - Full-Time Sem. 1 only) (secondary)
Savine Lobo (elementary)
Jean Mah (.5) (elementary)

Respectfully submitted,

Board Room,
1988 09 15.

MARY CAYE CLARKE,
Chairman.

**REPORT OF THE
SPECIAL "IN-CAMERA" MEETING OF THE
PERSONNEL & ORGANIZATION COMMITTEE**

Present: Mrs. Mary Caye Clarke (Chairman); Trustees Bell, Hicks, Mulholland, Whiteman, Paquin and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Desmarais, Detwiler, Hicks, Kennedy, McMurrich, Rogers and Vine.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), J. Penner (Superintendent of Finance and Treasurer), F. Kelly (Superintendent of Schools — Area Two), P. Gillie (Superintendent of Schools — Area Four), D. Rothwell (Superintendent of Schools — Area Five), R. Lavoie (Superintendent of Schools — French As a First Language), B. Orlando (Superintendent of Plant), P. Shewfelt (Controller), D. B. Sinclair (Manager, Personnel & Employee Relations), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

That the following report regarding salary increases and benefit improvements effective 1988 09 01, be approved:

1. That effective 1988 09 01, the Supervisor of Research and the Chief Psychologist be paid in accordance with the following salary schedule:

<u>Years of Experience</u>	<u>Salary</u>
0	\$61,664
1	63,189
2 or more	66,175

2. That effective 1988 09 01 a 4.9% salary increase be applied to Administrative Categories 25 to 1 to produce the following schedule:

ADMINISTRATIVE SALARY SCHEDULE EFFECTIVE SEPTEMBER 1, 1988 UNTIL AUGUST 31, 1989

Category	Position	Minimum	1 Year	2 Years	3 Years	4 Years
25	Developmental Specialist	\$20,145	\$20,845	\$21,544	\$22,244	\$22,944
24	Equipment Repair Technician II	25,528	26,368	27,207	28,046	28,885
	Employee Records Co-Ordinator					
	Stage Technician					
21	Science Technician (pro-rated — 10 month)					
	Administrative Assistant (Media Services)	28,376	29,216	30,055	30,894	31,733
	Inspector/Draftsperson					
	Research Librarian					
	Accounting Analyst					
	Audio Visual Technician					
	Procedures and Forms Co-Ordinator					
	Equipment Repair Technician					
	Section Leader, Office of the Secretary of the Board					
	Lunchroom Co-Ordinator (pro-rated — 10 month)					
19	Information Assistant	30,285	31,124	31,963	32,802	33,641
	Secretary to the Director					
	Buildings Analyst					
17	Financial Analyst	32,232	33,071	33,910	34,749	35,588
	Administrative Assistant - Secondary Schools					
	Sports Convenor					
15	Technical Assistant — Audio Visual	32,549	33,389	34,228	35,067	35,906
	Buyer					
	Programmer					
	Supervisor — Administrative Services					
	Research Assistant (Statistics)					
	Collective Bargaining Analyst					
	Employment Officer					

14	Assistant to the Secretary of the Board Maintenance Foreman Grounds Foreman Education Centre Foreman Secondary School Foreman Senior Programmer Equipment Repair Supervisor Budget Analyst Supervisory Foreman Supervisor of Maintenance Assistant, Staff Development Personnel Analyst Personnel Assistant Supervisor of Transportation Supervisor of Accounts Payable & Assessment Programmer Analyst Co-Ordinator Occupational Health & Safety Information Officer Librarian (Education Centre) Senior Accounting Analyst Payroll Supervisor Internal Auditor Programming Supervisor (Computer Services) Supervisor of Systems Staff Assistant, Engineering Manager — Special Projects and Audit Manager — Property and Insurance Purchasing Manager Accounting Supervisor Manager — Caretaking Services Budget Manager Manager — Maintenance & Engineering Manager — Financial Services Manager of Computer and Technical Services Manager of Personnel and Employee Relations	33,384	34,224	35,063	35,902	36,741
12		34,777	35,617	36,456	37,295	38,134
11		35,800	36,744	37,688	38,633	39,577
10		37,459	38,403	39,347	40,291	41,235
9		39,050	39,994	40,938	41,882	42,826
7		41,634	42,578	43,522	44,466	45,410
6		44,218	45,163	46,107	47,051	47,995
5		46,681	47,992	49,303	50,614	51,926
4		50,902	52,213	53,524	54,835	56,147
3		53,196	54,507	55,818	57,130	58,441
1		67,244	68,555	69,867	71,178	72,489

3. That effective 1988 09 01 a 4.9% salary increase be applied to the Community School Leader (Continuing Education) salary scale producing the following schedule:

<u>Years of Experience</u>	<u>Salary</u>
0	\$25,176
1	26,225
2	27,274
3	28,323
4	29,372
5	30,421
6	31,470
7	32,519
8	33,568
9	34,617
10	35,666

4. That the Co-ordinator, Pay Equity Project be paid equivalent to Year 2, Category 11 (\$37,688) on the Administrative Salary Schedule effective 1988 09 01.

5. (a) Effective 1989 vacation year, administrative employees who have attained nine (9) years' service with the Board prior to September 1st in any year shall be entitled to four (4) weeks' vacation with pay (previously after 10 years).

(b) Effective the 1989 vacation year, administrative employees who have attained eighteen (18) years' service with the Board prior to September 1st in any year shall be entitled to five (5) weeks' vacation with pay (previously after 19 years).

(c) That effective 1988 09 01, the Vision Care coverage under the Extended Health Plan for administrative employees be increased to \$125 every two years.

(d) That under the present Group Life Insurance Plan (G.422) administrative employees shall pay, effective 1988 09 01, the full premium cost for Optional Dependent's Group Life Insurance — \$20,000 - spouse; \$5,000 - each dependent child.

(e) (i) That effective 1988 09 01, the Board contribute 100% of the premium cost for full-time employees based on the 1988 O.D.A. rate schedule of the Dental Plan with benefits equivalent to Blue Cross Plan #9. The Board's premium contribution for a

part-time employee shall be pro-rated in the same proportion that the part-time assignment bears to a full-time assignment, with the employee contributing the remainder through payroll deduction. The plan shall reimburse a claimant 75% of the cost of the insured services (not to exceed 75% of the 1988 O.D.A. rate schedule). Newly hired employees and employees returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. An employee may elect, in writing, not to be enrolled under the Plan.

(ii) Effective 1989 01 01, the claimant shall be reimbursed 75% of the cost of the insured services under Dental Plan #9 based on the 1989 O.D.A. rate schedule.

(iii) That effective 1989 01 01, the Board offer restorative benefits equivalent to Riders #2 & #4 of the Blue Cross Dental Plan at the employee's own expense providing evidence is received by the Human Resources Department that 75% or more of Administrative Staff elect in written form to participate in the Plan. This plan will provide a 60% reimbursement level (based on the 1989 O.D.A. rate schedule) with benefits limited to \$1,500 per person per policy year.

If 75% or more of the staff elect such benefits, coverage under the Dental Plan #9 plus restorative benefits would become mandatory for all administrative staff who are presently enrolled unless an employee elects in writing prior to January 1, 1989 not to be covered under the Dental Plan.

(iv) An administrative employee granted a maternal or adoption leave of absence on and after September 1, 1988 shall be compensated by the Board under a U.I.C. approved supplementary benefit plan for the 2 week waiting period under U.I.C. at a weekly rate equal to 60% of the employee's weekly insurable earnings under U.I.C., provided that the employee:

(i) is eligible for maternal leave benefits under U.I.C.

(ii) makes a claim to the Board on a form to be provided indicating the weekly amount payable by U.I.C. (As further clarification, the weekly supplementary benefit for the 2 week waiting period shall be equal to the weekly benefit received by the employee under U.I.C.)

No supplementary benefit will be paid under this plan for any week in the waiting period which falls outside the employee's nor-

mal employment period (i.e. July and August if 10 month employment). This plan will be subject to approval of U.I.C.

6. That effective 1988 09 01, the present maximum reimbursement for Tuition Fees under the present policy be increased from \$450.00 to \$500.00 per school year.

7. (a) That Continuing Education Instructors (certificated) teaching Adult Basic Education and E.A.S.L. non-credit courses be paid \$26.50 per hour effective 1988 09 01.

(b) That Continuing Education Teachers (certificated) teaching remedial courses at the elementary level (Math and English) in the summer skill school programme be paid \$26.50 per hour effective 1989 07 01 for the 1989 programme.

8. That effective 1988 09 01 elementary branch affiliate members employed as Consultants, Adjustment Counsellors and Program Leaders, Alternative Education be paid \$3,700 per annum (equivalent to secondary branch affiliate members).

Respectfully submitted,

MARY CAYE CLARKE,

Chairman.

Board Room,
1988 09 15.

**MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION**

Board Room,
Education Centre,
1988 10 13

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Clarke, Cunningham, Deans, Detwiler, Hicks, Kennedy, Lowe, Mulholland, Rogers and Whiteman.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. L. Stockwell (Associate Director of Education), P. Shewfelt (Acting Superintendent of Finance and Treasurer), S. Rogers (Assistant to the Secretary).

ELEMENTARY/SECONDARY

Moved by Mrs. Clarke, seconded by Mr. Hicks: That the Elementary/Secondary part of the Special Report of the Personnel & Organization Committee be adopted.
CARRIED.

The meeting then adjourned.

Adopted as presented.

Chairman.

SPECIAL REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: M. C. Clarke (Chairman), Trustees Hicks, Mulholland, Paquin, Whiteman and Van Horne.

Also Present: Trustees Allen, Barker, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, McMurrich and Rogers.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. L. Stockwell (Associate Director), D. B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Acting Superintendent of Finance and Treasurer), P. Gillie (Superintendent of Schools, Area 4), L. Dixon (Manager, Computer Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented to the members.

(a) That Arlene Albrich be appointed to the Probationary Staff, effective 1988 10 14 (2/3 - 4/6 Sem. 1 only), with salary according to schedule (secondary).

(b) That the following teachers be appointed to the Probationary Staff, effective 1988 10 17, with salaries according to schedule:

Barbara Fraser (3/6 - F.T. Sem. 1 only) (secondary)

Michelle Friessen (.5) (elementary)

Lisa Hammond (elementary)

William Jorritsma (.5) (elementary)

Linda Kidney (elementary)

Dawn Martens (elementary)

Janis Muller (.2) (elementary)

Maria Rikic-McCarthy (elementary)

Jeanette Ryan (.5) (elementary)

Gloria Smith (.5) (elementary)

Michael Steel (elementary)

Kasturie Surat (3/6 - F.T. Sem. 1 only) (secondary)

Elizabeth Wyatt (.5) (elementary)

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1988 10 13.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 10 20.

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Shewfelt (Acting Superintendent of Finance and Treasurer), Orlando (Superintendent of Plant), Binns (Superintendent of Schools — Area 3), Kelly (Superintendent of Schools — Area 2), Lavoie (Superintendent of Schools — French as a First Language), Ms. Gillie (Superintendent of Schools — Area 4), Rothwell (Superintendent of Schools — Area 5), Sinclair (Superintendent of Human Resources), Ms. Rappolt (Assistant Superintendent, Curriculum), Yurkiw (Assistant Superintendent, Special Services), MacKinnon (Purchasing Agent), Dixon (Manager, Computer Services) and Mrs. Rogers (Assistant to the Secretary).

A moment of silence was observed in memory of the late Victoria Williams, a teacher at King George, and the late Wilf Bentham, a Commissionaire at the Education Centre, and the late former Mayor Victor K. Copps.

The minutes of the last regular meeting of 1988 09 15 and the special meeting of 1988 09 01 were adopted as presented.

A note of thanks from Eileen Bentham for the Board's expression of sympathy, a letter from Isabelle Mills relating her positive experiences at Southview Adult Education Centre, a letter thanking the Board for its sponsorship to Encounters Canada from Mike Packham, a student at Sherwood Secondary School, were read to the members. Also read were the letters from the Ministry of Education granting the Board's request for approval of the appoint-

ment of Mr. Shewfelt to the position of Superintendent of Finance and Treasurer and the appointment of Mr. Sinclair to the position of Superintendent of Human Resources.

All communications were received and ordered filed.

Miss Cunningham gave notice that she will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

That the report of the Rules and Regulations Committee regarding the amendments to the Board's Rules and Regulations, be adopted as presented to the members.

Committee reports were presented as follows:

Development Committee — Miss Cunningham
Operations Management — Mr. McMurrich
Personnel & Organization — Mrs. Clarke

Moved by Miss Cunningham, seconded by Mr. Mulholland: That the General Part of the report of the Development Committee be adopted.

Trustee Deans requested that the officials consider anti-drug curriculum down to the kindergarten level. She also requested that the report on drugs recently presented in the legislature by MPP Black be obtained and considered by the officials, along with the pamphlets mentioned in the Development Committee report.

Mr. Rielly assured Trustee Deans that a copy of the report will be provided and considered.

The motion was then adopted.

Moved by Mr. McMurrich, seconded by Mr. Hicks: That the General Part of the report of the Operations Management Committee be adopted.

Trustee Baskin spoke to clause 5 and said that the Special Education Advisory Committee has discussed the issue of Day Care before and after school hours and has forwarded a report to the Development Committee. Trustee Baskin asked if the Ministry of Community and Social

Services had been involved in the specifics of the plan for the Day Care Centre at the Block 79 school relative to the space requirements.

Mr. Orlando replied that the architect did review the plans with the Ministry and the appropriate officials. In response to specific questions, Mr. Orlando said that the size of the facility is 2000 square feet and that air conditioning is included for the whole school.

Trustee Whiteman expressed his concern with the financial implications of maintaining the air conditioning equipment.

Trustee Deans asked if the Special Education Advisory Committee could have direct input relative to the final design plans for the school.

Mr. Orlando responded that the final design has been completed and the price of the school quoted on those plans. Specific concerns, however, could still be considered and changes made if deemed advisable. Mr. Rielly agreed to review SEAC's concern.

Trustee Baskin asked that the number of children this facility can accommodate be determined.

Mr. Mulholland questioned whether the maintenance of the air conditioning unit will involve seven-day caretaking services and Mr. Orlando replied that he did not think additional caretaking hours would be required.

The motion was then adopted.

Trustee Allen suggested the name of Mr. Tim Oikwa, a staff member who is involved on an advisory council relative to multiculturalism, as a valuable resource to the Race Relations Committee.

Moved by Mrs. Clarke, seconded by Mr. Hicks: That the General Part of the report of the Personnel & Organization Committee be adopted.

Relative to the clause concerning Mr. Les MacKinnon's retirement from the position of Purchasing Agent, Trustee Lowe outlined the many contributions of this loyal employee over the past 30 years.

The motion was then adopted.

Trustee Baskin requested that the Board lend its support to the Home and School Council at Earl Kitchener School in its attempt to have a crossing guard at the corner of Aberdeen and Dundurn Streets by sending a letter to City Council.

Mr. Rielly indicated that the officials have taken action on this matter.

Moved by Mrs. Clarke, seconded by Mrs. Lowe: That the Board authorize a contribution of \$20,000 to the Ontario Public Education Network for its campaign regarding the proposed changes to Provincial educational funding. Carried.

FRENCH/LANGUAGE

Moved by Mr. Paquin, seconded by Mrs. Barker: That the report of the French Language Education Council be adopted.

Trustee Lowe expressed her concern that the cost of the sign at Georges P. Vanier School seemed expensive and questioned the type of sign that has been chosen.

Mr. Orlando responded that the sign has a metal background with raised metal letters and is electrical.

Trustee Lowe asked whether the reasons for the lighted sign was for identification purposes or for advertising.

Trustee Desmarais pointed out that the sign is for identification to students and others coming into the city as the school also serves a population outside of Hamilton. It is also necessary to have a sign on the street side for firemen, etc. This particular sign was determined to be the most economical solution.

Trustee Vine supported Trustee Desmarais' answer and felt that the school is unique and should be highly visible.

In response to a question, Mr. Rielly indicated that it was not the intention of the Board to put similar signs on all schools.

The motion was then adopted.

ELEMENTARY/SECONDARY

Moved by Mr. McMurrich, seconded by Mr. Kennedy: That the Elementary/Secondary Part of the report of the Operations Management Committee be adopted.

Trustee Allen questioned the steps taken to properly prepare students for school trips to New York City.

Mr. Stockwell replied with a number of specific precautions that both Hill Park and Westdale have established. Hill Park, in particular, has been conducting school trips to New York City for a number of years and, under the direction of Mr. Cooke, has not experienced any serious problems.

Mr. Stockwell said that he will contact the schools involved to ensure that these precautions are indeed being taken.

The motion was then adopted.

Moved by Mrs. Clarke, seconded by Mr. Mulholland: That the Elementary/Secondary part of the report of the Personnel & Organization Committee be adopted. Carried.

Trustee Hicks emphasized the success of the Ben Simpson Bowl, the first secondary school night football game in 35 years, and he congratulated Principals Leedale and Carruth and Mr. Newman, Consultant, Athletic Office, for their efforts in organizing the event. In light of the many positive calls from parents, Trustee Hicks encouraged the continuation of scheduling night football games.

The meeting then adjourned.

.....
Chairman.

REPORT OF THE FRENCH LANGUAGE EDUCATION COUNCIL

Present: H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Mr. I. Massouh, Principal, Georges P. Vanier.

Officials Present: R. Lavoie (Superintendent of Schools - French as a First Language), F. Benoit (Curriculum Coordinator).

The Council recommends:

1. That \$4,500 be allocated for the sign Ecole Secondaire Georges-P.-Vanier.

2. That the following recommendation of the Director of Education be approved:

(a) That Elizabeth Gauthier be appointed to the Probationary Secondary School Clerical and Secretarial Staff (Level 1 - maximum \$362.74 per week), effective 1988 09 26, with salary according to the collective agreement.

3. That the correspondence from the A.F.C.S.O. regarding Bill 125 and the letter of appreciation from Ginette Lavoie be received for information.

4. That the following recommendation of the admissions committee be approved:

(a) That Tabitha Hancock be admitted as a student at G. P. Vanier, effective 1988 09 26.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1988 10 04.

REPORT OF THE DEVELOPMENT COMMITTEE

Present: M. A. Cunningham (Chairman), Trustees Allen, Barker, Baskin, Kennedy, Vine and Van Horne.

Also Present: Trustees Deans, Detwiler, Hicks, Mulholland, Rogers and Whiteman.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. L. Stockwell (Associate Director), P. Shewfelt (Acting Superintendent of Finance and Treasurer), D. B. Sinclair (Superintendent of Human Resources), P. Beveridge (Superintendent of Curriculum and Special & Educational Services), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools, Area 4), F. Kelly, (Superintendent of Schools - Area 2), D. Rothwell (Superintendent of Schools - Area 5), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), R. Chapman (Co-ordinator, Physical and Health Education).

The Committee recommends:

GENERAL

1. That each trustee be supplied with copies of the following two pamphlets for the next meeting of the Development Committee:

Schools Without Drugs, Volume II, No. 1
What Works - More Schools Without Drugs

2. That representatives from the secondary schools who have established peer counselling regarding alcohol abuse make a presentation to the Development Committee.

3. That Dr. Peter Knight, founder of Council on Road Trauma, and Mr. A. Friesen from the Addiction Research Foundation be invited to give presentations on CORT (Council on Road Trauma) and Alcohol and Drug Abuse Prevention Programs.

4. That the report from the officials on A Review of Alcohol and Drug Use Curriculum and Intervention Guidelines be accepted for purposes of information only.

5. That the Development Committee authorize the officials to organize the Secondary School Committee to commence study on the issues that have been outlined by the Development Committee.

6. That the December meeting date for the Development Committee be scheduled for Monday, 1988 12 05.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,
1988 10 06.

ADDENDUM

The following motion was considered at the October meeting of the Development Committee and was LOST.

GENERAL

That the Development Committee meet in the large committee room.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
Tenth Report**

Present: Robert McMurrich (Chairman); Trustees Deans, Detwiler, Lowe, Rogers, Desmarais and Van Horne.

Also Present: Trustees Clarke, Cunningham, Hicks, Kennedy, Mulholland, Paquin, Vine and Whiteman.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Acting Superintendent of Finance and Treasurer), B. Orlando (Superintendent of Plant), B. Sinclair (Superintendent of Human Resources), F. Kelly (Superintendent of Schools — Area Two), R. Binns (Superintendent of Schools — Area Three), Ms. P. Gillie (Superintendent of Schools — Area Four), D. Rothwell (Superintendent of Schools — Area Five), J. Yurkiw (Assistant Superintendent — Special Services), Mrs. S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Report re Hamilton Board of Education's Smoking Policy be received for information.

2. That the report on the Investment of Short Term Funds be received for information.

3. That the report on Cash Flow be received for information.

4. (a) That the Superintendent of Plant be authorized to engage an Architect for design and supervision for work on a New Elementary School to replace Elizabeth Bagshaw.

(b) That the Superintendent of Plant be authorized to engage an Architect for design and supervision for work required in connection with renovations to Albion School and to a school to be identified for Vocational students.

(c) That the Superintendent of Plant be authorized to engage an Architect for preliminary design work required in connection with the Board's major renovations program for 1989/90 in advance of 1989 Budget approval, and as required for other renovation work approved by the Board in the 1989 Budget.

5. That the tender of Cochren Bros. Limited be accepted for the Block 79 School and that a contract be awarded in the amount of \$3,352,728 and that funds be provided as noted below:

Tender	\$3,256,000
Architectural/Engineering Fees & Contingency	290,000
Furniture & Equipment	70,000
Air Conditioning, total school	96,728
	\$3,712,728
Grant recoverable from Ministry of Education for a Day Care Centre	\$ 258,000
	\$3,454,728

6. That the report of the Superintendent of Plant re Core Schools be received for information.

7. (a) That the Workplace Hazardous Materials Information System (WHMIS) Steering Committee be endorsed in its mandate to ensure legislative compliance.

(b) That 1988 WHMIS costs of \$14,500 be allocated.

(c) That 1989 budget costs be identified as soon as possible and placed in the budget forecast.

8. That the report re Religious Opening Exercises in Our Schools be referred to the Race Relations Committee for further consideration and recommendations as to what should become part of our overall policy for Opening Exercises.

9. That approval be granted to proceed with the proposed Child Care Centre at Scott Park Secondary School at no cost to the Board.

10. That the Board authorize administration to provide Memorial Bursary assistance to carefully screened composite secondary students who are experiencing marked financial hardship. Such assistance should be within the budgetary limitation as approved annually by The Board of Education for the City of Hamilton.

11. That the following Report of the Committee to Study Future Parking Needs — Education Centre be approved:

(a) That the Committee to Study Future Parking Needs invite the City of Hamilton to specifically respond to the Mayor's letter of 1987 12 22.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved.

(a) That up to 100 students from the Grade 12 Urban Geography and Travel and Tourism course from Hamilton Secondary Schools be permitted to attend a 4 day field trip to Montreal, Quebec, 1988 11 02-05 (Wednesday to Saturday).

(b) That one teacher for every 15 students, plus the Geography Coordinator or designate, supervise the geography field study to Montreal, 1988 11 02-05 and that each receive \$180 for their expenses.

(c) That the following trip requests be approved:

(i) Glendale, Grades 10-OAC, Paris, France, 1989 03 09-18 (Thursday to Saturday)

(ii) Hill Park, Grades 9-13, Quebec City, Quebec, 1989 05 18-21 (Thursday to Sunday)

(iii) Sir Winston Churchill, Grades 9-13, Kissing Bridge, New York, 1989 01 30 (Monday)

(iv) Adelaide Hoodless, Grades 7-8, Quebec City, Quebec, 1989 05 07-10 (Sunday to Wednesday)

(v) Lake Avenue, Grades 6-7, Outdoor Education, Camp Wanakita, 1989 01 22-25 (Sunday to Wednesday)

(vi) Westview, Grade 8, Battlefield House, Niagara Falls, New York, 1988 10 26 (Wednesday)

(vii) Barton, Grades 12-13, Ottawa, 1988 11 24-27 (Thursday to Sunday)

(viii) Barton, Grades 12-13, Ottawa, 1988 12 01-04 (Thursday to Sunday)

(ix) Hill Park, Grades 12-13, Fort Erie and Fort George, 1988 10 31

(x) Scott Park, Grades 9-13, Senior Concert Band, New York City, 1989 04 27-30 (Thursday to Sunday)

(xi) Sherwood and Westdale, Grades 11-13, New York City, 1988 12 08-11 (Thursday to Sunday)

(xii) Hampton Heights, Grade 7, Ottawa, 1989 05 31-06 02 (Wednesday to Friday)

(xiii) Lawfield, Grade 8, Ottawa, 1989 02 15-17 (Wednesday to Friday)

2. That the Hamilton Board of Education endorse the position taken by the Toronto Board of Education with respect to French As a Second Language and instruct officials to write to the Minister of Colleges and Universities to reinstate French as an option in the Primary/Junior Pre-service program.

3. That the officials' report re Closure of Vincent Massey School be received for information.

4. That the following Report of the Name Search Committee be approved:

(a) That the staff, students and community of the Block 79 neighbourhood be involved in an advisory capacity in the naming of the new school and that the method in which this is to be accomplished be determined with the cooperation of the Associate Director, Superintendent of Schools and the principals of the schools involved, and that the advisory group report back to this committee of the Board by February 1, 1989.

Respectfully submitted,

ROBERT McMURRICH,

Chairman.

Board Room,
1988 10 11.

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Tenth Report

Present: M. C. Clarke (Chairman), Trustees Hicks, Mulholland, Paquin, Whiteman and Van Horne.

Also Present: Trustees Allen, Barker, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, McMurrich and Rogers.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. L. Stockwell (Associate Director), D. B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Acting Superintendent of Finance and Treasurer), P. Gillie (Superintendent of Schools, Area 4), L. Dixon (Manager, Computer Services), Mrs. S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Board take action to post and advertise for the position of Superintendent of Information Management Services with interviews by the Personnel and Organization Committee and appointment by the Board to take place as soon as possible.

2. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the resignation of L. D. MacKinnon, Purchasing Manager, for the purpose of retirement, be accepted with regret, effective 1988 12 31, and that the Board's retirement gratuity be paid.

(b) That the resignation of Harry A. Rousseau, Caretaker, for the purpose of retirement, be accepted with regret, effective 1988 12 31, and that the Board's retirement gratuity be paid.

(c) That the resignations of the following Cleaners, for the purposes of retirement, effective as shown, be accepted with regret:

Phyllis Reid, 1988 10 02

Mary Brzozowski, 1988 11 30

(d) That the resignation of Marcello Folino, Unassigned Fireman, be accepted with regret, effective 1988 09 30.

(e) That Naomi Bevan, Clerical Staff, be promoted to the position of Accounts Payable Clerk, Category C (maximum \$408.00 per week), effective 1988 10 11, with salary according to schedule.

(f) That Elizabeth Robertson, Clerical Staff, be assigned to the position Administrative Assistant — Secondary Schools (Administrative Category 17 - maximum \$35,588 per annum), on a temporary basis effective 1988 10 24 to 1989 06 30, with salary according to schedule.

(g) That Joanne Kendall, Clerical Staff, be returned from a Maternal Leave of Absence, effective 1988 11 07.

(h) That James McCaughey be appointed to the .5 Special Assignment Position, Administrative Assistant to the Office of the Director, effective 1988 10 24 to 1989 06 30, with terms and conditions of employment subject to the collective agreement with the appropriate Branch Affiliate, with salary according to schedule.

(i) That Sheryn Ricker be appointed to the position of Psychological Consultant (.4), for a one year probationary period, effective 1988 10 01, with salary according to schedule.

(j) That the resignation of Evelyn James, Cleaner, for the purpose of retirement, be accepted, with regret, effective 1988 10 07 and that the Board's gratuity be paid.

3. That the report on Pay Equity/Job Evaluation Project be received for information.

4. That the following recommendations on benefit improvements for clerical and secretarial staff employed in the Education Centre, Elementary and Vocational Secondary Schools be approved:

(a) Vacation Entitlement

i) Effective the 1989 vacation year, employees who have attained nine (9) years' service with the Board prior to September 1st in any year shall be entitled to four (4) weeks' vacation with pay.

ii) Effective the 1989 vacation year, employees who have attained eighteen (18) years' service with the Board prior to September 1st in any year shall be entitled to five (5) weeks' vacation with pay.

(b) Extended Health Plan

That effective November 1, 1988, the Vision Care coverage under the Extended Health Plan for employees be increased to \$125.00 every two (2) years.

(c) Optional Dependent's Group Life Insurance

That under the Group Life Insurance Plan employees shall pay, effective 1988 11 01, the Dependent's Group Life Insurance - \$20,000 - spouse; \$5,000 - each dependent child.

(d) Dental Plan

i) That effective November 1, 1988, the Board contribute 100% of the premium cost for full-time employees based on the 1988 O.D.A. rate schedule of the Dental Plan (covered services - Basic Services, Endodontics and Periodontal). The Board's premium contribution for a part-time employee shall be pro-rated in the same proportion that the part-time assignment bears to a full-time assignment, with the employee contributing the remainder through payroll deduction. The plan shall reimburse a claimant 75% of the cost of the insured services (not to exceed 75% of the 1988 O.D.A. rate schedule). Newly hired employees and employees returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. An employee may elect, in writing, not to be enrolled under the Plan.

ii) Effective 1989 01 01, the claimant shall be reimbursed 75% of the cost of the insured services under the Dental Plan based on the 1989 O.D.A. rate schedule.

(e) Maternal/Adoption Leave

An employee granted a maternal or adoption leave of absence on and after September 1, 1988 shall be compensated by the Board under a U.I.C. approved supplementary benefit plan for the two (2)-week waiting period under U.I.C. at a weekly rate equal to 60% of the employee's weekly insurable earnings under U.I.C. provided that the employee:

i) is eligible for maternal leave benefits under U.I.C.

ii) makes a claim to the Board on a form to be provided indicating the weekly amount payable by U.I.C.

(As further clarification, the weekly supplementary benefit for the two (2) week waiting period shall be equal to the weekly benefit received by the employee under U.I.C.).

No supplementary benefit will be paid under this plan for any week in the waiting period which falls outside the employee's normal employment period (i.e. July and August if ten (10) month employment). This plan will be subject to the approval of U.I.C.

(f) Tuition Reimbursement

That effective 1988 09 01, the present maximum reimbursement for Tuition Fees under the present policy be increased to \$500.00 per school year.

(g) U.I.C. Rebate

The full amount of the U.I.C. Rebate shall accrue to the credit of the Board as in the past.

5. That the third quarterly Personnel Training Report for 1988 be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That David Hutton be appointed to the position of Consultant (Special Education) for a three year term, effective 1988 09 01 to 1991 08 31, with salary according to schedule.

(b) That Neville Nunes be appointed to the position of Consultant (Special Education — English as a Second Language) for a three year term, effective 1988 09 01 to 1991 08 31, with salary according to schedule.

(c) That Gary Birchall be appointed to the position of Coordinator of Geography for a five-year term, effective 1988 09 01 to 1993 08 31, with salary according to schedule.

(d) That the appointment of Kathryn Dilar to the Probationary Staff, approved at the special September Meeting, be rescinded.

(e) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

John Blackmore, 1988 10 03 to 1989 03 10 (elementary)
Carol Bratina, 1988 10 05 to 1989 01 27 (elementary)
Flora Cocolakis, 1988 09 12 to further notice (elementary)
Kathryn Dilar, 1988 09 12 to 1988 12 16 (.5) (elementary)
Betty Haralambopoulos, 1988 10 11 to 1989 06 30 (elementary)
Eleanor Illman, 1988 09 28 to 1988 12 16 (elementary)
Debbie Ligas, 1988 10 17 to 1989 02 10 (elementary)
Emily McDonald, 1988 09 19 to 1988 12 16 (.5) (elementary)
Maureen McKenna, 1988 10 31 to 1989 02 04 (elementary)
Corinne McLaughlin, 1988 10 17 to 1989 03 10 (elementary)
Karon McLeod, 1988 09 06 to further notice (elementary)
Nancy McMullen, 1988 09 30 to 1988 11 04 (elementary)
Dianne Merriam, 1988 09 19 to further notice (secondary)
Nancy Ouellette, 1988 10 17 to 1989 02 10 (elementary)
Louise Pizzolante, 1988 10 20 to 1988 12 02 (elementary)
Nancy Riselay, 1988 09 19 to further notice (secondary)
Hanna Samaha, 1988 10 17 to further notice (elementary)
Leslie Wallace, 1988 09 12 to further notice (elementary)

(f) That the appointment of George Simpson to the Occasional Staff, approved at the September Meeting, be rescinded (elementary).

(g) That the following persons be appointed to the Probationary Secondary School Clerical and Secretarial Staff (Level 1 — maximum \$362.74 per week), effective as shown, with salaries according to the Collective Agreement:

Kim Taylor, 1988 09 19
Mary Teufel, 1988 09 26
Beverley Wilson, 1988 09 19

(h) That Lois Royle be appointed to the Probationary Elementary School Clerical and Secretarial Staff (.4) (Category A-B, maximum \$360.00 per week), effective 1988 10 11, with salary according to schedule.

(i) That Beverly McComb be appointed to the Probationary Elementary School Clerical and Secretarial Staff (.6) (Category A-B, maximum \$360.00 per week), effective 1988 10 11, with salary according to schedule.

(j) That Margaret Bennett be appointed to the probationary Elementary School Clerical and Secretarial Staff (.6) (Category B2 — maximum \$375.00 per week), effective 1988 10 11 with salary according to schedule.

(k) That the resignation of Frederick Chayka, who is retiring on Superannuation Disability Pension, effective 1988 11 10, be accepted with regret and that he receive the Board's gratuity (secondary).

(l) That the resignations of the following teachers, who are retiring on Superannuation, effective 1989 06 30, be accepted with regret and that they receive the Board's gratuity:

Yvonne Elliot (secondary)
James T. Lawson (secondary)
Clifford Rhodes (secondary)

(m) That the resignation of James E. Shewfelt from the Educational Assistant Staff, be accepted, effective 1988 09 14 (elementary).

(n) That the request of Linda Potocic for Release of Contract, effective 1988 09 26, be accepted with regret (elementary).

(o) That the request of the Ministry of Education for the secondment of Robert Robinson to the Centre for Early Childhood and Elementary Education, effective 1988 10 01 to 1989 06 30, be granted (elementary).

(p) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Marcia Brazel, 1988 10 31 to 1989 02 24 (elementary)
Linda Furry-Cheong, 1988 11 14 to 1989 03 10 (elementary)
Marjorie Howden, 1988 10 17 to 1989 02 10 (elementary)
Kathy Lenz, 1988 10 17 to 1989 02 10 (elementary)
Lindsey Zablocki, 1988 12 05 to 1989 03 31 (elementary)

(q) That the requests of the following teachers for Maternal Leaves of Absence, be granted in accordance with conditions governing Maternal Leave and that these Leaves of Absence be followed by Leaves of Absence for Parental Reasons, effective as shown:

Louise Quinn, 1988 12 05 to 1989 04 28 (elementary)
Victoria Weekes, 1989 01 02 to 1989 08 31 (secondary)

(r) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective as shown:

Wendy Martin, 1988 10 10 (.2) (elementary)
Felicia McIntosh, 1989 01 09 (.5) (elementary)
Brenda Stewart, 1988 09 28 (elementary)

(s) That the requests of the following teachers for Personal Leaves of Absence, effective as shown, be granted:

Patricia Bromwich, 1988 10 04 to 1989 08 31 (elementary)
Kathleen Penny, 1988 12 29 to 1989 08 31 (elementary)
Vera Rehill, 1988 10 03 to 1989 08 31 (elementary)
Peter Whyte, 1988 09 01 to 1989 01 31 (secondary)

(t) That the dates of the Maternal/Parental Leave of Absence granted to Diane Ridos at the September Meeting be changed to 1988 10 10 to 1989 08 31 (elementary).

(u) That the following timetable increases, effective as shown, be granted:

Penny Binns, from .4 to .5, 1988 09 06 (elementary)
Janice Courtemanche, from .7 to .8, 1988 09 01 (elementary)
Brenda Dagg, from .6 to .8, 1988 09 20 (elementary)
Barbara Davidson, from .5 to 1.0, 1988 10 03 (elementary)
Marilyn dePass, from .5 to 1.0, 1988 09 27 (elementary)
Heather Hicks-Dyer, from .4 to .8, 1988 09 23 (elementary)
Patti Martindale, from .3 to .7, 1988 10 11 (elementary)
Susan Mummery-Bacon, from .5 to 1.0, 1988 10 03 (elementary)
Ruth Roberts, from .5 to 1.0, 1988 09 06 (elementary)
Barbara Thoman, from .4 to .5, 1988 10 11 (elementary)

(v) That the following timetable decreases, effective as shown, be granted:

Marjorie Cooke, from 1.0 to .5, 1988 10 03 (elementary)
Rita Knapp, from .75 to .5, 1988 09 06 (elementary)
Mary Scime, from 1.0 to .5, 1988 10 03 (elementary)

(w) That Sandra Davidson be appointed to the position of Acting Assistant Head of Department (ESL/D), as of 1988 10 20, with salary according to schedule (secondary).

(x) That the request of Wendy MacIntosh for Release of Contract, effective 1988 10 17, be accepted with regret (elementary).

(y) That the request of TV. Ontario for the secondment of Allen Craven, effective 1988 10 24 to 1989 06 30, be granted (elementary).

(z) The the Maternal Leave of Absence for Kelly Preocanin, Secondary School Clerical and Secretarial Staff, be approved at the May meeting of the Board, be changed to commence 1988 09 26 until 1989 01 20.

(aa) That Betty Ferguson, Educational Assistant Staff, be granted a Personal Leave of Absence, effective 1988 09 19 to 1989 06 30.

(bb) We regret to announce the death of Victoria Williams, teacher, 1988 10 09 (elementary).

2. That the following Requests re "Four Over Five" Plan be approved:

(a) That approval be granted for the request of Cheryle M. Brown for a Leave of Absence under the Salary Holdback Plan ("Four Over Five") for the 1991-1992 school year, effective 1991 09 01 to 1992 08 31, subject to the 1988-1989 Elementary School Collective Agreement.

(b) That approval be granted for the request of George Martin Dyck for a Leave of Absence under the Salary Holdback Plan ("Four Over Five") for the second semester of the 1992-1993 school year, effective 1993 02 01 to 1993 08 31, subject to the 1988-1989 Secondary School Collective Agreement.

(c) That the Board rescind the leave of absence granted to Peppy Tew for the 1991-1992 school year, effective 1991 09 01 to 1992 08 31, and approve her request to withdraw from the Salary Holdback Plan ("Four Over Five").

Respectfully submitted,

MARY CAYE CLARKE,

Chairman.

Board Room,
1988 10 13.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room
Education Centre
1988 11 10

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Allen, Barker, Baskin, Clarke, Cunningham, Desmarais, Detwiler, Hicks, Kennedy, Lowe, Mulholland and Rogers.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. L. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), S. Rogers (Assistant to the Secretary).

GENERAL

Moved by Mrs. Clarke, seconded by Mr. Hicks: That the Special Report of the Personnel & Organization Committee be adopted. Carried.

Moved by Miss Detwiler, seconded by Mr. Desmarais: That the report of the Board's Negotiating Committee be adopted. Carried.

Moved by Miss Detwiler, seconded by Mr. Desmarais: That the report of the Board's Staff Negotiating Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

SPECIAL REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: M. C. Clarke (Chairman); Trustees Hicks, Mulholland, Paquin and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy and Rogers.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance & Treasurer), R. Kennedy (Assistant Superintendent of Staffing), J. Yurkiw (Assistant Superintendent of Special Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved as presented to the members.

(i) That Cafeteria Supervisors employed on the regular staff in composite secondary and secondary (vocational) schools be granted an increase of 40 cents per hour effective September 1, 1988 to produce the following hourly rates of pay:

\$7.88 MINIMUM

\$8.28 MAXIMUM (after one year of service)

(ii) That Lunchroom Supervisors employed on the regular staff in elementary schools be granted an increase of 40 cents per hour effective September 1, 1988 and 42 cents per hour effective March 1, 1989 to produce the following hourly rates of pay:

September 1, 1988

\$8.02 MINIMUM

\$8.42 MAXIMUM (after one
year of service)

March 1, 1989

\$8.44 MINIMUM

\$8.84 MAXIMUM (after one
year of service)

Respectfully submitted,

MARY CAYE CLARKE,

Chairman.

Board Room,
1988 11 10.

**REPORT OF THE
BOARD'S NEGOTIATING COMMITTEE**

Present: Miss H. Detwiler (Chairman), Trustee Van Horne.

Officials Present: B. Sinclair (Superintendent of Human Resources), R. Kennedy (Assistant Superintendent, Staffing), Miss Debbie Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the Board approve the first collective agreement reached with O.P.S.T.F., Hamilton-District Occasional Teachers Branch, representing all occasional teachers employed in elementary schools for the period November 1, 1988 until January 31, 1990.

Respectfully submitted,

HELEN DETWILER,
Chairman.

Board Room,
1988 11 10.

**REPORT OF THE
BOARD'S STAFF NEGOTIATING COMMITTEE**

Officials Present: B. Sinclair (Superintendent of Human Resources), Miss Debbie Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the Board ratify the first Collective Agreement reached with Local 527, Office and Professional Employees' International Union representing all educational assistants and lunchroom assistants for the period September 1, 1988 to December 31, 1989.

2. That the Board ratify the terms of the 1988-89 Collective Agreement reached with Local 527, Office and Professional Employees International Union representing office employees in Composite Secondary Schools as follows:

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
LOCAL 527, OFFICE AND PROFESSIONAL
EMPLOYEES' INTERNATIONAL UNION
(representing office employees in Composite Secondary Schools)**

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

2. The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.

3. The parties agree that the negotiated special adjustment of \$21.00 per week on each job rate effective March 1, 1989 is for the purpose of narrowing the differential between bargaining unit rates and rates for similar work within the Board.

4. The Term of the Collective Agreement shall be from September 1, 1988 to August 31, 1989.

5. The parties agree to amend the terms of the 1987-88 Collective Agreement in accordance with Schedule "A" attached hereto.

DATED AT HAMILTON, ONTARIO THIS 19th
DAY OF OCTOBER, 1988.

On Behalf Of
O.P.E.I.U.,
Local 527

On Behalf Of
The Board of Education
For The City of Hamilton

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

ARTICLE 15 — VACATIONS WITH PAY

15.02 — Amend to Read:

Effective the 1989 vacation year, all employees who have attained nine (9) years' service with the Board prior to September 1st in any year shall be entitled to four (4) weeks' vacation with pay.

15.03 — Amend to Read:

Effective the 1989 vacation year, all employees who have attained eighteen (18) years' service with the Board prior to September 1st in any year shall be entitled to five (5) weeks' vacation with pay.

15.10 — New Article

With the approval of the Principal an employee may elect to take up to five (5) days of her vacation in single days. Such time to be taken during the recognized vacation periods.

ARTICLE 16 — EMPLOYEE BENEFITS**16.01 — (a) Amend to Read:**

For those employees who elect such coverage, the Board will assume 100% of the premium cost as of August 31, 1988 of:

- (i) Semi-Private Hospital Care Plan
- (ii) Extended Health Plan (effective the first day of the month following ratification) - Vision Care - up to \$125.00 every two (2) years. Hearing Aids - up to \$500.00 every five (5) years.
- (iii) Basic Group Life Insurance
- (iv) Ontario Health Insurance Plan (O.H.I.P.)
- (v) Present Dental Plan to be continued (covered Services - Basic Services, Endodontics and Periodontal).

(b) Any increase in the premium cost of the above plans after August 31, 1988 shall be paid for by the Board.

16.04 — Amend to Read:

Appendix "B" (applying to employees in the service of the Board prior to January 1, 1956) shall form part of this agreement.

16.07 — Amend to Read:**(i) Dental Plan**

Effective first of the month following date of ratification, the Board shall contribute 100% of the premium cost of the Dental Plan for those employees who are regularly employed for more than twenty-four (24) hours per week.

A claimant shall be reimbursed 75% of the cost of the insured services (not to exceed 75% of the 1988 O.D.A. rate schedule). Newly hired employees and employees returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. An employee may elect, in writing, not to be enrolled in the Plan.

(ii) Effective January 1, 1989, the claimant shall be reimbursed 75% of the cost of the insured services under Dental based on the 1989 O.D.A. rate schedule.

16.08 — Amend Preamble to Read:

Effective September 1, 1988, a member who retires before the compulsory retiring age and who receives an immediate pension from O.M.E.R.S. shall have the option of retaining coverage at the member's own cost under the Semi-Private Hospital Care, Extended Health and Dental plans of Article 16 under the following conditions:

ARTICLE 17 — MATERNAL LEAVE**(i) — New**

An employee granted a maternal leave of absence on and after September 1, 1988 shall be compensated by the Board under a U.I.C. approved supplementary benefit plan for the two-week waiting period under U.I.C. at a weekly rate equal to 60% of the employee's weekly insurable earnings under U.I.C., provided that the employee:

(i) is eligible for maternal leave benefits under U.I.C.

(ii) makes a claim to the Board on a form to be provided indicating the weekly amount payable by U.I.C. (as further clarification, the weekly supplementary benefit for the two-week waiting period shall be equal to the weekly benefit received by the employee under U.I.C.).

No supplementary benefit will be paid under this plan for any week in the waiting period which falls outside the employee's normal employment period (i.e. July and August if ten-month employment). This plan will be subject to approval of U.I.C.

APPENIDX "A"**PART A — Effective September 1, 1988 until February 28, 1989**

	Start	6 Mo.	1 Year	18 Mo.	2 Years	3 Years	4 Years
Level 1	\$320.10	\$331.74	\$343.37	\$355.60	\$366.66	\$380.88	
Level 2	366.18		379.11		392.05	407.74	
Level 3	446.16		459.08		472.01	484.94	\$501.27
Level 4	409.37	424.71	434.65	447.29	466.04	484.94	501.27

PART A — Effective March 1, 1989 until August 31, 1989

	Start	6 Mo.	1 Year	18 Mo.	2 Years	3 Years	4 Years
Level 1	\$341.10	\$352.74	\$364.37	\$376.60	\$387.66	\$401.88	
Level 2	387.18		400.11		413.05	428.74	
Level 3	467.16		480.08		493.01	505.94	\$522.27
Level 4	430.37	445.71	455.65	468.29	487.04	505.94	522.27

LETTER OF INTENT — Evening School

If there is a secretarial vacancy on the evening school staff, the Evening School Supervisor shall bring the opportunity to the attention of the secretarial staff of the day school where the vacancy exists before applicants outside the school or staff are considered.

LETTER OF INTENT — Bargaining Unit and Non-Bargaining Unit Job Opportunities for Non-Teaching Staff.

The Board shall post such opportunities system-wide. Employees from across the system may apply to the job posting although selection preferences under the O.P.E.I.U. Secretarial Collective Agreement and for the non-union group will apply as in the past. The selection preferences will be noted on the job posting.

LETTER OF INTENT — Re Bereavement During Vacation Period.

In the event of the death of a family member during an employee's scheduled vacation time, the employee may request in writing to the Personnel Manager consideration to replace vacation time lost as a result of the bereavement. The onus shall be on the employee to provide any necessary information or documentation required by the Board. The decision of the Personnel Manager shall be final and binding.

3. That the Board approve recommendations for the Non-Union Clerical Association representing clerical and secretarial employees in Elementary, Secondary (Vocational), Area Offices and Education Centre Effective September 1, 1988:

a. (i) That effective September 1, 1988, clerical and secretarial employees employed in Elementary, Secondary (Vocational), Area Offices and the Education Centre be paid in accordance with the following salary schedule:

	Start	6 Mos.	1 Year	18 Mos.	2 Years	3 Years	4 Years
A-B	\$319	\$329	\$339	\$349	\$359	\$369	\$379
B2	334	344	354	364	374	384	394
C	385		396		407	418	429
C2	401		412		423	434	445
D	420		433		446	459	472
E	439		452		465	478	491
F	457		470		483	496	509
F2	476		489		502	515	528
G	510		523		536	549	562

(ii) That effective March 1, 1989, the Board approve a \$23.00 per week special adjustment for the purpose of narrowing the differential between rates of pay for clerical and secretarial employees employed in Elementary, Secondary (Vocational), Area Offices and the Education Centre and other rates of pay within the Board, to produce the following salary schedule:

	Start	6 Mos.	1 Year	18 Mos.	2 Years	3 Years	4 Years
A-B	\$342	\$352	\$362	\$372	\$382	\$392	\$402
B2	357	367	377	387	397	407	417
C	408		419		430	441	452
C2	424		435		446	457	468
D	443		456		469	482	495
E	462		475		488	501	514
F	480		493		506	519	532
F2	499		512		525	538	551
G	533		546		559	572	585

The Board will maintain those employees who are presently off scale as a result of the implementation of the scale for the 1987-88 school year.

(iii) That the position of Employee Records Co-Ordinator be classified the same as the Student Records Co-Ordinator (Clerical, Category G) effective September 1, 1988.

b. With respect to an employee's placement on the new salary schedule in the posted pay equity plan (i.e. January 1, 1990), as a general principle, the Board intends to recognize the employee's incremental placement (years of experience in the position) on the salary schedule in effect immediately prior to implementation of the pay equity plan. This general understanding, however, shall not preclude the Board from establishing a schedule under the pay equity plan which has different increment steps and years of experience than at present.

c. For 10 month employees the Board convert vacation pay as a % of earnings on each pay commencing September 1, 1989 subject to system programming capability and Employment Standards approval.

d. That the regular office hours of work during the Christmas and Mid-Winter Break be 9:00 a.m. to 4:00 p.m.

e. A female employee may request that her period of statutory maternal leave be followed by a parental leave under which the total period of combined leave is up to two years and that upon return the Board will endeavour to assign that employee to a position of comparable nature as soon as practicable.

INFORMATION ITEMS

1. The Board to give further consideration to the Association's request that:

"The Board shall reinstate an employee's years of service for the purpose of the calculation of vacation allowance when there has been a termination of service for maternal related reasons if:

(a) The employee was not given the opportunity of an extended leave.

(b) The employee returned to the Board on the Casual or Permanent Staff within 2½ years of her resignation."

2. The Association will endeavour to establish a committee of interested parties to further discuss their desire to see day care facilities for Board employees on Board premises.

3. The Clerical Association's Committee shall be given the opportunity to meet with representatives of the Board to present their concern about Designated Smoking Areas.

4. The Clerical Association's Committee shall be given the opportunity to meet with representatives of the Board to present their concerns about Education Centre parking. That the Association would like a decision on this matter by January 1, 1989.

5. The parties agree to continue to meet on the job posting policy until an agreement is reached. The Association suggests that Category A-B and B2 positions be posted system wide without

restriction and Category C and above posted positions be restricted to members of the Association except for a number of senior secretarial positions which could be classified as system wide positions.

6. That the request of the association for the services of a career planner and counsellor be presented to the Board in connection with Human Resources Department Planning.

Respectfully submitted,

BRUCE SINCLAIR,

Board Room,
1988 11 10.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 11 17

The Board met.

Present: Ruth Van Horne (Chairman); Trustees, Allen, Barker, Baskin, Bell, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Lowe, McMurrich, Mulholland, Paquin, Rogers, Vine and Whiteman.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Beveridge (Superintendent of Curriculum, Special and Educational Services), Shewfelt (Superintendent of Finance and Treasurer), Orlando (Superintendent of Plant), Binns (Superintendent of Schools - Area 3), Ms. Gillie (Superintendent of Schools - Area 4), Rothwell (Superintendent of Schools - Area 5), Sinclair (Superintendent of Human Resources), Ms. Rappolt (Assistant Superintendent of Curriculum), Yurkiw (Assistant Superintendent of Special Services) and Mrs. Rogers (Assistant to the Secretary).

The minutes of the last regular meeting of 1988 10 20 and the special meeting of 1988 10 13 were adopted as presented.

Mr. Rielly referred the members to the letter from the Minister of Justice and Attorney General of Canada regarding amendments to the Criminal Code.

A note of thanks for the Board's expression of sympathy from Dorothy Craig and family was read to the members. Also read was a letter from the Ministry of Education approving the Board's appointment of Joseph Yurkiw as Assistant Superintendent of Special Services.

All communications were received and ordered filed.

Trustee Clarke expressed her concern on the poor coverage of the Board of Education results on election night by the electronic media and suggested this should be drawn to their attention.

Moved by Mrs. Clarke, seconded by Miss Detwiler:

That the Board of Education for the City of Hamilton contact the electronic media expressing its concern over the very limited coverage given to Board of Education results on the evening of the election day.

The Chairman informed the trustees that a two-thirds majority vote would be required to discuss this issue. The motion received the two-thirds majority vote.

The motion was adopted.

Moved by Miss Cunningham, seconded by Mrs. Barker:

That the General part of the report of the Development Committee be adopted. Carried.

Moved by Mr. McMurrich, seconded by Mr. Kennedy:

That the General part of the report of the Operations Management Committee be adopted. Carried.

Moved by Mrs. Clarke, seconded by Mrs. Barker:

That the General part of the report of the Personnel & Organization Committee be adopted.

Trustees Baskin drew the members' attention to clause (c) and the resignation of Mrs. Thalia Smith from the position of Lunchroom Supervisor. Mrs. Baskin outlined the many contributions of this loyal employee over the last 8 years.

The motion was then adopted.

Moved by Miss Cunningham, seconded by Mrs. Baskin:

That the report of the Rules & Regulations Committee regarding the amendments to the Board's Rules and Regulations, be adopted as presented to the members.

Trustee Cunningham took the opportunity to express her appreciation to the members of the Rules and Regulations Committee, the officials and the staff members for their hard work in preparing these amendments. Miss Cunningham then outlined some of the amendments to the Rules and Regulations of the Board and asked the members to support them.

The Chairman informed the members that a two-thirds majority vote would be required to amend the Rules & Regulations. The motion received the two-thirds majority vote.

The motion was then adopted.

Trustees Kennedy, Detwiler, Deans and Lowe then informed the trustees of the ground breaking ceremony that took place for the new elementary school in Block 79. Their appreciation was expressed to Ms. Gillie, Superintendent of Schools, for the role she played in involving the students, parents and community in the ceremony.

Trustee Detwiler expressed a debt of gratitude to the 1956 Board chaired by Mrs. Katharine McAuley, who had the foresight to approve the purchase of real estate considering the price of real estate in today's market.

The members then viewed the Video Presentation on O.P.E.N., the Ontario Public Education Network, as part of its thrust on the financing of public education.

The Chairman announced that four Trustees from the Board of Education would be leaving: Trustees Whiteman, Vine, Bell and McMurrich.

On behalf of the Board of Education, Mrs. Van Horne expressed her sincere appreciation to Mr. Whiteman who was unsuccessful in the recent election. She thanked him for his dedication and hard work and wished him much happiness in his future plans.

Mrs. Van Horne advised that three other Trustees elected not to run in this year's municipal election. Trustees Bell, Vine and McMurrich have been trustees for this Board for 12, 10 and 8 years respectively and, on behalf of the

Board of Education, she expressed her sincere appreciation and deepest gratitude to them for their dedication and loyalty over the years. Mrs. Van Horne concluded by wishing Trustees Bell, Vine and McMurrich all the best in their future plans.

Trustees Vine, McMurrich, Whiteman and Bell expressed their appreciation and gratitude to the Trustees and staff members of the Board and noted that being a Trustee was a learning experience which they will never forget and will come in useful for them in the future.

Moved by Canon Rogers, seconded by Mrs. Bell:

That the members extend to Mrs. Ruth Van Horne their appreciation for the courteous and efficient manner in which she continued to conduct the business of the Board during the past year. The members acknowledge and deeply appreciate the intense commitment she displayed in this important year in our Board's history.

Trustee Rogers went on to inject a personal note and expressed his sincere appreciation, on behalf of the members, for all Mrs. Van Horne has done during her three year reign as Chairman of the Board.

Chairman Van Horne thanked her fellow Trustees, stating that being Chairman has afforded her a remarkable opportunity. She commented that it is one thing to be elected into office by the constituents in her ward; however, it is truly an honour to be acknowledged by one's peers and be elected as Chairman. To that end, she will remain forever grateful.

Chairman Van Horne concluded by expressing her appreciation to the officials and the staff members of the Board of Education for their hard work and dedication also.

The motion was then adopted.

FRENCH LANGUAGE

Moved by Mr. Paquin, seconded by Mr. Desmarais:

That the report of the French Language Education Council be adopted. Carried.

Mr. Desmarais, on behalf of the members of the French Language Education Council and the Board, expressed his appreciation to Mr. Paquin for the efficient manner in which he conducted the business of the Council during the past year.

ELEMENTARY/SECONDARY

Notes of thanks for the Board's expression of sympathy from Alison and Michael Adams, and Ross Williams and Hildegard Thomson were read to the members.

The communications were received and ordered filed.

Moved by Mr. McMurrich, seconded by Mrs. Lowe:

That the Elementary/Secondary part of the report of the Operations Management Committee be adopted. Carried.

Moved by Mrs. Clarke, seconded by Mrs. Hicks

That the Elementary/Secondary part of the report of the Personnel & Organization Committee be adopted. Carried.

Before the meeting adjourned, Mrs. Van Horne invited all those present to attend a small farewell reception for the departing Trustees where a presentation would be made to them.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

REPORT OF THE FRENCH LANGUAGE EDUCATION COUNCIL

Present: Mr. H. Paquin (Chairman); Trustees Barker and Desmarais.

Officials Present: Mr. R. Lavoie (Superintendent of Schools — French As A First Language).

The Council recommends:

1. That the following recommendation of the Director of Education be approved:

(a) That the appointment of Joanne Mooney as Evening School Supervisor at Georges-P.-Vanier be approved, effective 1988 11 01, contingent upon sufficient enrolment to warrant operation.

Respectfully submitted,

MR. HUBERT PAQUIN,
Chairman.

Committee Room,
1988 11 01.

REPORT OF THE DEVELOPMENT COMMITTEE

Present: Miss M. Cunningham (Chairman); Trustees Barker, Baskin, Kennedy and Van Horne.

Also Present: Trustees Clarke, Deans, Detwiler, Hicks, Lowe, Mulholland and Rogers.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), P. Shewfelt (Superintendent of Finance & Treasurer), F. Kelly (Superintendent of Schools — Area 2), J. Yurkiw (Assistant Superintendent of Special Services), Ms. G. Rappolt (Assistant Superintendent of Curriculum), Ms. J. Binns (Co-ordinator, Family Studies), R. Chapman (Co-ordinator, Health & Physical Education), V. Lepp (Co-ordinator, Guidance Services), M. Kilby (Principal, Continuing Education).

The Committee recommends:

GENERAL

1. That the following recommendations re a proposed Child Care Policy be approved:

(a) That the Board of Education accept the proposed policy, in principle, as a framework for the development of specific guidelines.

(b) That a child care advisor/administrator have early childhood qualifications as defined by the Day Nurseries Act.

(c) That the child care advisor/administrator be hired to begin no later than January 1, 1989.

(d) That the child care advisor/administrator report to the Family Studies Co-ordinator in the Curriculum and Special and Educational Services Department.

(e) That the Board of Education utilize the existing incorporated board structure that operates Hill Park Lambs Children's Centre.

2. That the members extend to Miss Margaret Cunningham their appreciation for the efficient and courteous manner in which the meetings of this Committee were conducted during the past year.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,
1988 11 03.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
ELEVENTH REPORT**

Present: Mr. R. McMurrich (Chairman); Trustees Deans, Desmarais, Detwiler, Lowe, Rogers and Van Horne.

Also Present: Trustees Allen, Baskin, Clarke, Cunningham, Hicks, Kennedy, Mulholland, Paquin and Whiteman.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), P. Shewfelt (Superintendent of Finance & Treasurer), F. Kelly (Superintendent of Schools — Area Two), R. Lavoie (Superintendent of Schools — French As A First Language), B. Orlando (Superintendent of Plant), B. Sinclair (Superintendent of Human Resources), Ms. G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), J. Hill (Co-ordinator, Languages), Ms. S. Wilson (Transportation Officer), J. Kerr (Co-ordinator, Technological Studies), Mrs. S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That an Ad Hoc committee of elected and board officials be established to assess the implications of transportation relative to The French Immersion Program and Policy Implications of Other Programs and that the committee invite appropriate community groups for input.

2. That the following recommendation of the Director of Education regarding Year-End Holidays be approved:

(a) That the Secondary Schools and the Education Centre offices be closed during the Christmas and New Year's Holiday period in accordance with the following schedule, and that, in future, the Holiday schedule be incorporated into the School Year Calendar:

Friday, 1988 12 23	— 12:00 Noon closing
Monday, 1988 12 26	— Boxing Day
Tuesday, 1988 12 27	— For Christmas Day (1988 12 25)
Friday, 1988 12 30	— 12:00 Noon closing
Monday, 1989 01 02	— For New Year's Day (1989 01 01)

3. That the report on the Investment of Short Term Funds be received for information.

4. That the report on Cash Flow be received for information.

5. That the amount of \$8,973.70 be paid to Evans, Philp to cover the quarterly account for the period 1988 07 01 to 1988 09 30.

6. That the following recommendations regarding the report on Technological Studies in Hamilton be approved:

(a) That Phase III of the Five Year Plan be received for information.

(b) That an amount of \$280,000 be allocated in the 1989 budget to implement Year III of the plan.

(c) That the plan for the ensuing years be subject to annual program and budget review.

7. That the following request from the Addiction Research Foundation be approved:

(a) That the Board of Education for the City of Hamilton continue to cooperate with the Addiction Research Foundation and participate in the province-wide survey of students' alcohol and drug use.

8. That the following report of the Special Education Advisory Committee be approved:

(a) That the Hamilton-Wentworth Communication Collective and Home Care have this committee's encouragement to sit on the Special Education Advisory Committee as resource personnel.

(b) That the Special Education Advisory Committee recommend to the Board of Trustees that the programme, Operation Employability, be incorporated into the education system of the Hamilton Public Board of Education where it will become an option available to meet the needs of the young people who have different types of disabilities. We recommend that if this motion is passed, that there will be no gap in provision of service following the discontinuation of funding from the Job Futures Programme which finishes in December, 1988.

8. That the following recommendations regarding Operation Employability be approved:

(a) That the Board of Education for the City of Hamilton supports the request of the Industry-Education Council to provide funding for a job coach for the mentally and/or physically handicapped students involved with Operation Employability.

(b) That this position be a two-year term appointment, subject to a formal review by administration, and resulting in an evaluation report which shall be submitted to the Board during the fall of 1990.

9. That the following report of the Supervised Alternative Learning for Excused Pupils Committee be approved:

(a) That the following Statistical Report for 1987-1988 be approved as presented to the members: (see page 422)

10. That the members extend to Mr. Robert McMurrich their appreciation for the courteous and efficient manner in which the business of the committee has been conducted during the past year.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

- (i) Glendale, Grades 9-11, Basketball Tournament, Dunkirk, New York, 1988 12 01 and 03 (Thursday and Saturday)
- (ii) Glendale, Grades 9-11, Basketball Tournament, Ann Arbor, Michigan, 1988 12 18-21 (Sunday to Wednesday)
- (iii) Glendale, Grades 9-11, Basketball Tournament, Oshawa, 1989 02 03 and 04 (Friday to Saturday)
- (iv) Glendale, Grades 9-11, Basketball Tournament, Midland, 1989 02 10-11 (Friday and Saturday)
- (v) Hill Park, Grades 9-12, Outdoor Education, Talisman Ski Resort, 1989 01 05 (Thursday)
- (vi) Hill Park, Grades 9-12, Outdoor Education, Talisman Ski Resort, 1989 03 02
- (vii) A.C.E.S., Grades 7-8, Ellicottville Ski Resort, 1989 01 20 (Friday)

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS (SALEP)

1987-88

	14 Years Old		15 Years Old		Total	
	Boys	Girls	Boys	Girls	Boys	Girls
1. No. of students on approved programs requiring part-time attendance at school.....	3	0	5	0	8	0
2. No. of students on approved programs including some formal education, such as night school or correspondence course(s) ..	0	4	6	8	6	12
3. No. of students on approved programs with no school component required.....	5	2	18	11	23	13
4. SUBTOTAL—No. of students not attending full time day school (Add #1 + #2 + #3)	8	6	29	19	37	25
5. No. of students processed by S.A.L.E.P. Committee, but required to attend school full time	0	0	0	0	0	0
6. TOTAL No. of Applications (Add #4 + #5)	8	6	29	19	37	25
PROGRAM ENROLLED IN AT TIME OF RELEASE						
A. Elementary: Gr. 6						
Gr. 7	1	1			1	1
Gr. 8						2
B. Secondary: Vocational, Level IX						
Vocational, Level X	7	1	18	8	25	9
Composite, Level IX		1	2	2	2	3
Composite, Level X		2	7	4	7	6
C. No. of Students Not Attending Full Time School (Add A + B = #4 above).....	8	6	29	18	37	25

2. That the following report of the Communications Advisory Committee be approved:

(a) That the Superintendent of Plant continue to pursue the direction of the City concerning the signage at Central Elementary School and a report be presented to the Operations Management Committee as soon as possible.

Respectfully submitted,

ROBERT McMURRICH,
Chairman.

Board Room.
1988 11 08.

REPORT OF THE PERSONNEL & ORGANIZATION COMMITTEE ELEVENTH REPORT

Present: M. C. Clarke (Chairman), Trustees Hicks, Mulholland, Paquin and Van Horne.

Also Present: Trustees Allen, Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Kennedy and Rogers.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance & Treasurer), R. Kennedy (Assistant Superintendent of Staffing), J. Yurkiw (Assistant Superintendent of Special Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That Lynne Morris be appointed to the probationary Clerical Staff (Category A-B — maximum \$360.00 per week), effective 1988 10 24, with salary according to the salary schedule.

(b) That the resignations of the following Cleaners, for purposes of retirement, effective as shown, be accepted with regret, and that the Board's retirement gratuity be paid.

Isabel M. Galbraith, 1988 12 31

Bertha Gardner, 1988 10 21

(c) That the resignation of Thalia Smith, Lunchroom Programme Co-ordinator, be accepted with regret, effective 1988 12 31.

(d) That Janice Twelves, Clerical Staff, be promoted to the position of Secretary, Assistant Superintendent of Curriculum, Category D (under review), (maximum \$449.00 per week), effective 1988 10 24, with salary according to the schedule.

(e) That Tina Robinson be appointed to the position of Programmer, Computer Services (Administrative Category 15 — maximum \$35,906), with a one year probationary period, effective 1988 11 22, with salary according to the salary schedule.

(f) That William Urie be confirmed in the position of Co-ordinator, Occupational Health and Safety, effective 1988 11 09.

(g) That Debbie Bell, Clerical Staff, be promoted to the position of Receptionist/Clerk Typist — Area Office, Category C (under review), (maximum \$408.00 per week), effective 1988 11 14, with salary according to the salary schedule.

(h) That Liette Hayman, Clerical Staff, be promoted to the position of Secretary-Curriculum Department, Category C, (maximum \$408.00 per week), effective 1988 11 14, with salary according to the salary schedule.

(i) That the request of Catherine Fitzpatrick, Administrative Staff, for a Personal Leave of Absence, effective 1989 01 01 to 1989 12 31, be granted.

2. That the budget for the Touche Ross Consultant services for the Pay Equity Project be increased by up to \$25,000.

3. That the Report on Staffing, 1988-89, be received for the purpose of information.

4. That the members extend to Mrs. Clarke their appreciation for the efficient and courteous manner in which the meetings of this Committee were conducted during the past year.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That Mary Jean Tyczynski be appointed to the position of Consultant (Junior Division), on an acting basis, effective 1988 11 01, with terms and conditions of employment subject to the Collective Agreement with the appropriate Branch Affiliate, with salary according to schedule (elementary).

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Marvin Kuehn, 1988 09 22 to 1988 10 21 (elementary)

Christopher Luttor, 1988 10 19 to further notice
(secondary)

Barbara McCarron, 1988 09 27 to further notice
(elementary)

Virginia Richardson, 1988 10 31 to 1989 02 24
(elementary)

Susan Rodgers, 1988 11 14 to 1989 03 10 (elementary)

Ursula Vander Ploeg, 1988 09 12 to further notice
(elementary)

Leslie Wallace, 1988 10 12 to further notice (.5)
(elementary)

Janice Wilson, 1988 09 06 to further notice (secondary)

Len Agostini, 1988 09 06 to 1988 10 07 (secondary)

(c) That the effective dates of the appointment of Maureen McKenna to the Occasional Staff, approved at the October Meeting, be changed to 1988 10 25 to 1989 02 20 (elementary).

(d) That the resignation of Evan Wiles, who is retiring on superannuation, effective 1988 12 31, be accepted with regret and that the Board's gratuity be paid (secondary).

(e) That the request of Lori Firstbrook for a Release of Contract, effective 1988 10 31, be accepted with regret (elementary).

(f) That the following teachers be returned from Leave of Absence and assigned teaching duties effective as shown:

Lisa Clarke, 1989 01 16 (elementary)

Irene Dewar, 1989 01 01 (.5) (elementary)

Dorothy Gruggen, 1989 01 09 (elementary)

(g) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Janet Van Duzen, 1988 10 17 to 1989 02 10 (elementary)

Kathryn Weber, 1989 01 02 to 1989 04 28 (elementary)

(h) That the effective dates of the Maternal Leave of Absence granted to Marcia Brazel at the October Meeting, be changed to 1988 10 25 to 1989 02 20 (elementary).

(i) That the request of Karen Forbes, Secondary School Clerical and Secretarial Staff for a Maternal Leave of Absence be granted, effective 1988 11 21 to 1989 03 17, in accordance with the Employment Standards Act.

(j) That the requests of the following teachers for Maternal Leaves of Absence, be granted in accordance with conditions governing Maternal Leave and that these Leaves of Absence be followed by Leaves of Absence for Parental Reasons, effective as shown:

Grace Mathieson, 1989 01 01 to 1989 08 31 (elementary)

Janet Verhaeghe, 1989 01 01 to 1989 08 31 (elementary)

(k) That the requests of the following teachers for Leaves of Absence for Personal Reasons, effective as shown, be granted:

Helen Reio, 1989 02 01 to 1989 08 31 (secondary)

Anne Trivers, 1988 12 29 to 1989 08 31 (elementary)

Irene Dewar, 1988 11 28 to 1988 12 31 (elementary)

(l) That the requests of the following teachers for an extension of their Personal Leaves of Absence, effective as shown, be granted:

Patricia Force, 1989 01 01 to 1989 08 31 (elementary)

Lucy Manno, 1989 01 01 to 1989 08 31 (elementary)

(m) That the dates of the Maternal Leave of Absence granted to Verna Dell, Elementary School Clerical and Secretarial Staff, at the September meeting be changed to 1988 10 17 to 1989 02 10.

(n) That Patricia Stones, Secondary School Clerical and Secretarial Staff, be returned from a Maternal Leave of Absence, effective 1988 11 03.

(o) That Joan Wright, Educational Assistant Staff, be returned from a Personal Leave of Absence, effective 1988 12 01 (elementary).

(p) That the following timetable increases, effective as shown, be granted:

Tammy Biggs, from 4/6 to 6/6 (F.T. Sem. 1 & 2), 1988 09 19
(Secondary)

Theresa Cardey, from .5 to .7, 1988 09 30 (elementary)

Janice Courtemanche, from .8 to .9, 1988 10 17
(elementary)

Patricia Cudmore, .5 to 1.0, 1989 01 01 to 1989 06 30
(elementary)

Kenneth Durkacz, from 3/6 to 6/6 (F.T. Sem. 1 & 2),
1988 09 01 (secondary)

Darlene Owen, from .8 to 1.0, 1988 10 17 (elementary)

Valentina Philp, from .5 to .7, 1988 10 17 (elementary)

Mary Scoffield, from 4/6 to 5/6 (F.T. Sem. 1, 4/6 Sem. 2),
1988 09 01 (secondary)

Ward Shipman, from 4/6 to 5/6 (F.T. Sem. 1, 4/6 Sem. 2),
1988 09 01 (secondary)

Michelle Friesen, from .5 to 1.0, 1988 11 01 (elementary)

(q) That the following teachers be appointed to the Probationary Staff, effective 1988 11 21, with salaries according to schedule:

Len Agostini (elementary)

Ruth Fielding (elementary)

Beverley Lasky (.5) (elementary)

Lori Ann Mattice (elementary)

(r) That Joan Stamp be appointed to the position of Probationary Secondary School Clerical and Secretarial Staff (Level 1 — maximum \$362.74 per week), effective 1988 11 07, with salary according to the Collective Agreement.

(s) That the resignation of Andre Carignan, effective 1988 12 31, be accepted with regret (elementary).

(t) That the request by Elaine Chrystman for a Personal Leave of Absence, effective 1988 09 01 to 1988 12 31, granted at the September Meeting, be rescinded (elementary).

(u) That the extension of the Leave of Absence granted to Malcolm Buchanan at the May Meeting be rescinded (secondary).

(v) That the request of Malcolm Buchanan for a Leave of Absence, effective 1988 09 01 to 1989 08 31, in order to serve on the O.S.S.T.F. Provincial Secretariat, be granted (secondary).

Respectfully submitted,

MARY CAYE CLARKE,

Chairman.

Board Room,
1988 11 10.

**ANNUAL
FINANCIAL STATEMENTS
of
THE BOARD OF EDUCATION
for the
Year Ended December 31, 1988**

AUDITOR'S REPORT

To the Supporters of The Board of
Education for the City of Hamilton

We have examined the Balance Sheet of the Board of Education for the City of Hamilton as at December 31, 1988, the Revenue Fund Statement of Operations, the Capital Fund Statement of Operations and the Reserve Fund Statement of Continuity for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the Board as at December 31, 1988, the results of its operations and the changes in its reserve funds for the year then ended in accordance with the accounting principles described in note 1 to the financial statements applied on a basis consistent with that of the preceding year.

PANNEL KERR MacGILLIVRAY
Chartered Accountants

Hamilton, Canada,
March 17, 1989.

**The Board of Education for the City of Hamilton
BALANCE SHEET AS AT DECEMBER 31, 1988
(With Comparative Figures for 1987)**

Assets

Current Assets	1988	1987
Cash and Short-term Deposits	\$31,400,752	\$25,612,591
Accounts Receivable		
Other School Boards	279,934	2,347,791
Government of Ontario	3,586,937	3,629,205
Other	1,056,518	539,349
Prepaid Expenses	92,080	245,880
Other Current Assets	148,126	156,700
	<u>36,564,347</u>	<u>32,531,516</u>
Capital Outlay to be Recovered In Future Years — Note 1(b)	2,271,094	3,592,882
	<u>\$38,835,441</u>	<u>\$36,124,398</u>

Liabilities

Current Liabilities	1988	1987
Accounts Payable		
Over-Requisition (Elementary) - Note 1(d)	\$ 610,365	\$ 927,323
Over-Requisition (Secondary) - Note 1(d)	1,169,792	1,027,265
Trade Payables and Accrued Liabilities	9,360,586	8,411,560
Reserve for Assessment Appeal - Note 3		
(Elementary)	474,000	438,000
(Secondary)	526,000	322,000
Reserve for Tax Reduction - Note 4		
(Secondary)		545,000
Deferred Income	4,583,212	1,644,488
	<u>16,723,955</u>	<u>13,315,636</u>
Net Long-term Liabilities - Note 5	2,271,094	3,592,882
Reserve for Working Funds - Note 1(c)	5,250,000	5,000,000
Equity in Reserve Funds - Note 1(c)	14,590,392	14,215,880
	<u>\$38,835,441</u>	<u>\$36,124,398</u>

The Board of Education for the City of Hamilton
REVENUE FUND STATEMENT OF OPERATIONS
For the Year Ended December 31, 1988
(with comparative figures for 1987)

	1988		1987	
	Elementary	Secondary	Total	Total
EXPENDITURE				
Business Administration	\$ 1,775,957	\$ 1,864,241	\$ 3,640,198	\$ 2,545,901
General Administration	884,148	949,423	1,833,571	1,280,031
Computer Services	660,668	799,695	1,460,363	1,171,858
Instruction	88,876,178	65,868,221	154,744,399	139,682,070
Plant Operation and Maintenance	13,931,532	10,483,983	24,415,515	22,570,436
Transportation	3,826,270	409,117	4,235,387	3,598,098
Tuition Fees	37,617	1,772,810	1,810,427	1,574,242
Capital Expenditure (Non-Allocable)	3,862,519	2,138,484	6,001,003	2,247,449
Debt Charges - Note 6	472,816	1,094,749	1,567,565	2,294,620
Other Operating Expenditure	1,302,878	1,818,380	3,121,258	3,338,567
Non-operating Expenditure Excluding Transfers to Reserves	862,747	634,519	1,497,266	1,247,462
Total Expenditure	<u>116,493,330</u>	<u>87,833,622</u>	<u>204,326,952</u>	<u>181,550,734</u>
RECOVERY OF EXPENDITURE				
Other School Boards - Tuition Fees & Miscellaneous ..	547,350	9,429,922	9,977,272	6,020,661
Government of Ontario - Miscellaneous	117,984	210,112	328,096	351,686
Government of Canada	103,150	291,621	394,771	639,458
Individuals - Tuition Fees	174,251	552,040	726,291	601,465
Other Revenue Excluding Transfers from Reserves ..	3,097,419	1,507,403	4,604,822	3,702,961
Total Recovery of Expenditure	<u>4,040,154</u>	<u>11,991,098</u>	<u>16,031,252</u>	<u>11,316,231</u>
Net Expenditure	<u>\$112,453,176</u>	<u>\$ 75,842,524</u>	<u>\$188,295,700</u>	<u>\$170,234,503</u>

FINANCING OF NET EXPENDITURE

Government of Ontario				
General Legislative Grants	\$ 41,124,052	\$ 23,429,134	\$ 64,553,186	\$ 59,023,717
Local Taxation				
Previous Year's Over (Under)				534,518
Requisition - Note 1(d)	848,396	1,092,281	1,940,677	113,190,268
Local Taxation Raised in Current Year	71,276,036	51,344,185	122,620,221	
Refund of Taxes for Reasons of Employees'				
Withdrawal of Services	-	545,000	545,000	-
Decrease (Increase) in Reserves Other	(148,943)	805,716	656,773	745,588
than Reserve for Refund of Taxes	71,975,489	53,787,182	125,762,671	114,470,374
To be Applied to the Following Year's Taxation	(36,000)	(204,000)	(240,000)	(760,000)
Reserve for Assessment Appeal - Note 3	-	-	-	(545,000)
Reserve for Refund of Taxes - Note 4	(610,365)	(1,169,792)	(1,780,157)	(1,954,588)
Net Under (Over) Requisition - Note 1(d)	\$112,453,176	\$ 75,842,524	\$188,295,700	\$170,234,503
Total Financing				

**The Board of Education for the City of Hamilton
CAPITAL FUND STATEMENT OF OPERATIONS
For the Year Ended December 31, 1988
(with comparative figures for 1987)**

Capital Expenditure	1988	1987
Fixed Assets and Work in Progress		
Buildings.....	\$5,898,447	\$2,215,234
Furniture and Equipment	3,175,911	1,862,964
School Sites and Improvements to Sites.....	102,557	32,215
Total Capital Expenditure.....	<u><u>\$9,176,915</u></u>	<u><u>\$4,110,413</u></u>
Capital Financing		
Capital Expenditure from the Revenue Fund	<u>\$9,176,915</u>	<u>\$4,110,413</u>
Total Capital Financing	<u><u>\$9,176,915</u></u>	<u><u>\$4,110,413</u></u>

RESERVE FUND STATEMENT OF CONTINUITY
For the Year Ended December 31, 1988
(with comparative figures for 1987)

	1988		1987
	Capital	Retiring Gratuities	Total
Balance, December 31, 1987	\$ 7,111,275	\$ 7,104,605	\$13,907,812
Total amount provided during year from the Revenue Fund	4,259,766	1,343,000	2,535,908
Earnings on Reserve Fund investments.....	<u>656,666</u>	<u>624,619</u>	<u>1,053,656</u>
	12,027,707	9,072,224	17,497,376
Transfers to the Revenue Fund	<u>4,358,558</u>	<u>2,150,981</u>	<u>3,281,496</u>
Balance, December 31, 1988.....	<u>\$ 7,669,149</u>	<u>\$ 6,921,243</u>	<u>\$14,215,880</u>
		<u>\$14,590,392</u>	
		<u>5,602,766</u>	
		<u>1,281,285</u>	
		21,099,931	
		6,509,539	
		<u>\$14,590,392</u>	

**The Board of Education for the City of Hamilton
NOTES TO FINANCIAL STATEMENTS
For the Year Ended December 31, 1988**

1. ACCOUNTING PRINCIPLES

The financial statements have been prepared by the Board using accounting principles that are prescribed by the Ministry of Education and are considered appropriate for Ontario School Boards. These principles are in accordance with generally accepted accounting principles except as follows:

(a) Accrual Accounting

Revenue and expenditure are accounted for on the accrual basis of accounting except that no provision is made for interest on unmatured debenture debt from the date of payment to the end of the fiscal year.

(b) Fixed Assets

Fixed assets are charged to current expenditure unless financed by long-term debt. Principal and interest charges on net long-term liabilities are included as expenditures in the period due. Fixed assets, described as capital outlay to be recovered in future years, are included on the balance sheet only to the extent of the balances of the related net long-term liabilities outstanding.

(c) Reserves and Reserve Funds

Reserves and reserve funds represent funds appropriated for general and specific purposes and are charged or credited to revenue fund operations in the year appropriated or drawn down. The amounts in reserves and reserve funds are approved by the Board and are within the limits defined in the Education Act.

(d) Under/Over Requisition of Taxes

The difference between the net expenditure of any year and the amounts received to finance these expenditures is carried forward to the subsequent year to either increase or reduce the net revenue requirement from ratepayers.

(e) Supplementary Taxes

Supplementary taxes are deferred in the year received and recorded as revenue in the following year.

2. RETIREMENT GRATUITIES PLANS

Employees may become entitled to cash payments when they leave the employment of the Board for purposes of retirement providing they meet the prescribed age or service requirements. \$2,150,981 and \$2,050,460 in retiring gratuities were paid during 1988 and 1987 respectively. An amount of \$6,921,243 is provided by way of a reserve fund. The amount of the total liability in respect of employees who meet the vesting requirements of the plans at the end of 1988 is \$25,550,536. Notwithstanding the use of reserve funds, recognition for General Legislative Grants purposes continues to be made in respect of the actual amounts paid to employees.

3. RESERVE FOR ASSESSMENT APPEAL

As a result of the Ontario Municipal Board decision to allow a reduction in property tax assessment to Dofasco Inc. for the years 1983 to 1986 and Dofasco's subsequent appeal for a reduction in its 1987 and 1988 assessments, the school board has established a reserve to recognize its potential net loss of \$1,000,000 in tax revenues for the years 1983 to 1988 inclusive.

In this regard, the school board has authorized the Regional Assessment Commissioner, on its behalf, to appeal the Dofasco Inc. decision by the Ontario Municipal Board. If this appeal is successful, the funds credited to the reserve will be released for return to the ratepayers.

4. RESERVE FOR 1988 TAX REDUCTION

Legislation requires that where monies raised by a school board through local taxation is not required by reason that salaries and wages of employees are not paid because of a strike or lock-out of such employees during the year, the net savings are to be placed in reserve and are to be used to reduce the requirement for local taxation in the following year.

During 1987, a disputed amount was resolved in respect of a strike in 1985. This has resulted in a net saving to the school board and, accordingly, the Board has placed monies in reserve, calculated in accordance with Regulation 255 of the Education Act, for return to the ratepayers in the form of a 1988 tax reduction of \$545,000.

5. NET LONG-TERM LIABILITIES

Of the net long-term liabilities outstanding of \$2,271,094, principal amounting to \$2,074,132 plus interest amounting to \$340,858 is payable over the next five years as follows:

	Principal	Interest	Total
1989	\$1,008,934	\$154,006	\$1,162,940
1990	594,105	91,728	685,833
1991	318,015	44,715	362,730
1992	81,981	28,585	110,566
1993	71,097	21,824	92,921
	<u>\$2,074,132</u>	<u>\$340,858</u>	<u>\$2,414,990</u>

6. DEBT CHARGES

The Revenue Fund expenditure for debt charges include principal and interest payments as follows:

	Elementary	Secondary
Principal payments on long-term liabilities	\$376,950	\$ 944,837
Interest payments on long-term liabilities	95,866	149,912
	<u>\$472,816</u>	<u>\$1,094,749</u>

7. PENSION PLAN COSTS

All non-teaching employees of the school board are eligible to be members of the Ontario Municipal Employee Retirement System which is a multi-employer final average pay contribution plan. Employer contributions made to the plan during the year by the Board amounted to \$1,641,790 (1987 \$1,367,260). Those amounts have been included in employee benefits expense in the Schedule of Expenditure.

Not shown in the financial statements of the Board are the employer's contributions to the Teachers' Superannuation Fund. The funding for such is provided directly by the Provincial Government.

8. ONTARIO SCHOOL BOARD EXCHANGE

The school board joined, effective October 1, 1987 for a five year period, the Ontario School Board Insurance Exchange (OSBIE), a reciprocal insurance company licenced under the Insurance Act. OSBIE insures general public liability, property damage and certain other risks.

AUDITOR'S REPORT

To the Directors of
The Board of Education for the
City of Hamilton Foundation

We have examined the Balance Sheet of the Board of Education for the City of Hamilton Foundation as at December 31, 1988 and the Statement of Surplus for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion these financial statements present fairly the financial position of the Board of Education for the City of Hamilton Foundation as at December 31, 1988 and the changes in surplus for the year then ended in accordance with the basis of accounting described in note 1 to the financial statements, applied on a basis consistent with that of the preceding year.

PANNELL KERR MacGILLIVRAY
Chartered Accountants

Hamilton, Canada,
March 15, 1989.

**The Board of Education for the City of Hamilton Foundation
BALANCE SHEET
As at December 31, 1988**

ASSETS

Cash in Bank	\$ 12,799
Investments, at Cost (market value \$174,535).....	177,033
	<u>\$189,832</u>

SURPLUS

Capital Funds.....	\$184,773
Unexpended Income.....	5,059
	<u>\$189,832</u>

**STATEMENT OF SURPLUS
For the Year Ended December 31, 1988**

	Capital Funds	Unexpended Income	Total
Balance, January 1, 1988	\$ 70,985	\$ 2,397	\$ 73,382
Revenue			
Transfer from Trust Funds - Note 2	69,851	6,439	76,290
Donations	37,017	4,427	41,444
Interest		14,926	14,926
Transfer from Unexpended Income	6,920		6,920
	<u>184,773</u>	<u>28,189</u>	<u>212,962</u>
Expenditures			
Awards		16,210	16,210
Transfer to Capital		6,920	6,920
		<u>23,130</u>	<u>23,130</u>
Balance, December 31, 1988	<u>\$184,773</u>	<u>\$ 5,059</u>	<u>\$189,832</u>

NOTES TO FINANCIAL STATEMENTS

1. **Significant Accounting Policy** — Revenue and expenditures are recorded on the cash basis.

2. Effective January 1, 1988, the assets and surplus of the Trust Funds of The Board of Education for the City of Hamilton were transferred to the Foundation.

The Board of Education for the City of Hamilton Foundation
ANALYSIS OF INVESTMENTS
As at December 31, 1988

	Montreal Trust Sept 29/88 - June 1/89 8.75%	First City Trust June 8/84 - June 8/89 13.625%	Prov. of Ont. June 9/88 - June 9/89 9.50%	Prov. of Ont. June 16/88 - June 16/89 9.25%	Prov. of Ont. June 16/88 - June 16/89 9.50%	Gov't of Can. Due Dec 15/93 11.50%	Dom. of Can. Due Sept 15/96 3.00%	Total Investments
A. Morrell Memorial Scholarship.....	\$	\$	\$	\$	\$	\$2,977.50	\$	\$ 3,408.00
A. D. Needle Trust Fund Award.....								2,800.00
Andrew MacDonald Award.....		1,005.00						1,005.00
Art Scholarship.....		7,046.98		1,750.00			3,350.00	5,100.00
Bill Mastin Memorial Award.....								7,046.98
Buchan Medal Award.....		250.00	675.00	250.00			800.00	1,050.00
C. Thomas Lowe Memorial Award.....		250.00						925.00
Carol Moule Memorial Award.....		250.00						29,701.55
Delta Staff Association Award.....			3,925.00					250.00
Dr. Harry Paikin Memorial Fund.....		2,444.27						3,925.00
The Dr. E. A. Hutton Fund.....								2,444.27
Ezra E. Parkehouse Prize.....			3,535.28	100.00				100.00
E. Michael Zebroski Music Scholarship.....		2,000.00						3,535.28
Elma Darlington Award.....			2,000.00					2,000.00
Elva Kendall Newlands Award in Literature.....		200.00						2,000.00
Emily Kirby Award in Family Studies.....		500.00						200.00
English Literature Award.....								500.00
Frank A. Magee Award.....			500.00	211.50				211.50
G. L. Cooper Award.....								500.00
George R. Allan Prize.....				200.00				200.00
George R. Parke Award.....			531.00	590.00				590.00
Gladys McAndrew Memorial Fund.....	100.00	1,992.56						2,623.56
H. H. Lowden Award.....				1,550.00				1,550.00
Hamilton Draftsmen's Association Prize.....				3,850.00				3,850.00
Hamilton Place Award.....		100.00						100.00
Hess Street Proficiency Award.....			1,000.00					1,000.00
Hess Street School Reunion Award.....				2,000.00				2,000.00

Hill Park Art Award.....	250.00				1,274.35		250.00
Ida Robb Award.....					9,416.18	600.00	1,274.35
James Johnson Memorial Award							10,016.18
Jansen H. H. Memorial Award			202.55				202.55
John McCullough Award					50.00		450.00
L. George Russell Award					343.50	400.00	343.50
Lucille Lafromboise Memorial Award.....			2,758.00				2,758.00
Lawrence Munroe Scholarship.....					9,503.60		9,503.60
Muriel Eastman Scholarship in English					328.87		328.87
McIlwraith War Memorial Award.....					150.00		150.00
Megan Lawrence Estate			10,000.00				10,000.00
Memorial Award					3,700.00	2,233.00	5,933.00
Miss Laura Miller Award		8,000.00	9,000.00				17,000.00
Miss Susan E.Bennetto Award					1,116.25		1,116.25
Pat Kirby Citizenship Award			535.00				2,348.20
Royal Oak Dairy Award	130.00	1,683.20					800.00
Ruth Cole Award		800.00			594.37		594.37
Sandi Bell Award		500.00					500.00
Seneca School Citizenship Foundation Award.....		100.00	50.00				150.00
Sharon MacKay Trust Fund		3,474.00					3,474.00
Sino-Canadian Friendship Award.....					4,561.40		4,561.40
Sir Allan MacNab Academic Award.....			820.00				820.00
Sir John A. Macdonald Secondary School Award					1,000.00	1,117.00	2,117.00
Sir John M. Gibson Award					1,100.00		1,100.00
Stella Osborn Award	6,046.00						6,046.00
Strathcona Reunion Committee Award.....					600.00		600.00
Thomas F. McIlwraith Award.....					200.00		200.00
The Doris Gasse Award		500.00					500.00
The Norman E. Reid Award.....		2,577.00					2,577.00
Vern Ames Prize in Mathematics					7,202.75		7,202.75
Wm. Alexander Lees Memorial Scholarship.....					5,000.00		5,000.00
Wm. Flannigan Geography Prize		500.00					500.00
	<u>\$6,276.00</u>	<u>\$34,173.01</u>	<u>\$35,531.83</u>	<u>\$59,873.27</u>	<u>\$8,500.00</u>	<u>\$2,977.50</u>	<u>\$177,033.16</u>
Market Value December 31, 1988.....	<u>\$6,276.00</u>	<u>\$34,173.01</u>	<u>\$35,531.83</u>	<u>\$59,873.27</u>	<u>\$5,856.50</u>	<u>\$3,123.00</u>	<u>\$174,535.16</u>

The Board of Education for the City of Hamilton Foundation
STATEMENT OF SURPLUS
For the Year Ended December 31, 1988

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MINUTES OF THE BOARD OF EDUCATION

Fund	Balance Jan. 1/88	Donations Loans	Interest Receipts	Disburse- ments	Balance Dec. 31/88
Capital Funds					
A. Morrell Memorial Scholarship.....	\$ 3,408.00	\$	\$	\$	\$ 3,408.00
A. D. Needle Trust Fund Award.....	2,800.00				2,800.00
Andrew MacDonald Award.....	1,005.00				1,005.00
Art Scholarship.....	5,100.00				5,100.00
Bill Mastin Memorial Award.....	7,046.98				7,046.98
Buchan Medal Award.....	1,050.00				1,050.00
C. G. A. Association Award.....	Ø				Ø
C. Thomas Lowe Memorial Award.....	925.00				925.00
Carol Moule Award.....	3,100.00	26,601.55			29,701.55
David Gruggen Bursary.....	Ø				Ø
Delta Staff Association.....	250.00				250.00
Dr. Harry Paikin Memorial Award.....	3,925.00				3,925.00
E. A. Hutton Scholarship Award.....	2,444.27				2,444.27
E. E. Parkehouse.....	100.00				100.00
E. Michael Zebroski Music Scholarship.....	3,535.28				3,535.28
Elma Darlington Award.....	2,000.00				2,000.00
Elva Kendall.....	2,000.00				2,000.00
Emily Kirby Award.....	200.00				200.00
English Literature Award.....	500.00				500.00
Frank A. Magee Award.....	211.50				211.50
G. L. Cooper Award.....	500.00				500.00
George R. Allan Prize.....	200.00				200.00
George R. Parke Award.....	590.00				590.00
Gladys McAndrew Memorial Award.....	2,523.56	100.00			2,623.56
H. H. Lowden Award.....	1,550.00				1,550.00
Hamilton Draftsmen's Association Prize.....	3,850.00				3,850.00
Hamilton Foundation Bursary.....	Ø				Ø
Hamilton Place Award.....	100.00				100.00

Hess Street Proficiency Award.....	0	1,050.00
Hess Street School Reunion Award.....	500.00	2,000.00
Hill Park Art Award.....	250.00	250.00
Ida Robb Award.....	1,274.35	1,274.35
James Johnson Memorial Award.....	10,016.18	10,016.18
Jansen H. H. Memorial Award Fund.....	202.55	202.55
John McCullough Award.....	450.00	450.00
L. George Russell Award.....	343.50	343.50
Lucille Laframboise Memorial.....	2,758.00	2,758.00
Lawrence Munroe Scholarship.....	9,503.60	9,503.60
Muriel Eastman Scholarship in English.....	328.87	328.87
Madelaine Westland Memorial.....	0	1,000.00
McIlwraith War Memorial Award.....	150.00	150.00
Megan Lawrence Award.....	10,000.00	10,500.00
Memorial Award.....	5,933.00	5,933.00
Miss Laura Miller Award.....	17,000.00	17,000.00
Miss Susan E. Bennetto Award.....	1,116.25	1,116.25
Pat Kirby Citizenship Award.....	2,218.20	2,348.20
Royal Oak Dairy Award.....	800.00	800.00
Ruth Cole Award.....	594.37	594.37
Sandi Bell Award.....	500.00	500.00
Seneca School Citizenship Foundation Award.....	150.00	150.00
Sharon MacKay Trust Fund.....	3,474.00	3,474.00
Sino-Canadian Friendship Award.....	4,561.40	10,751.55
Sir Allan MacNab Academic Award.....	0	820.00
Sir John A. Macdonald Secondary School Award.....	2,117.00	2,117.00
Sir John M. Gibson Award.....	1,100.00	1,100.00
Stella Osborn Award.....	0	6,046.00
Strathcona Reunion Committee Award.....	600.00	600.00
Thomas F. McIlwraith.....	200.00	200.00
The Doris Gasse Award.....	500.00	500.00
The Norman E. Reid Award.....	2,577.00	2,577.00
Vern Ames Prize in Mathematics.....	7,202.75	7,202.75
Wm. Alexander Lees Memorial Scholarship.....	5,000.00	5,000.00
Wm. Flannigan Geography Prize.....	500.00	500.00
	<u>\$140,835.61</u>	<u>\$43,937.70</u>
	\$ 0	\$ 0
	<u>\$ 0</u>	<u>\$184,773.31</u>

The Board of Education for the City of Hamilton Foundation
STATEMENT OF SURPLUS
For the Year Ended December 31, 1988

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MINUTES OF THE BOARD OF EDUCATION

Fund	Balance Jan. 1/88	Donations Loans	Interest Receipts	Disburse- ments Transfers	Balance Dec. 31/88
Unexpended Income					
Unexpended Income					
A. Morrell Memorial Scholarship.....	\$ 177.64	\$	\$ 392.64	\$ 392.00	\$ 178.28
A. D. Needle Trust Fund Award.....	14.13		264.22	270.00	8.35
Andrew MacDonald Award.....	46.68		144.96	160.00	31.64
Art Scholarship.....	67.64		268.36	282.00	54.00
Bill Mastin Memorial Award.....	327.21		987.35	1,200.00	114.56
Buchan Medal Award.....	17.47		50.24	50.00	17.71
C.G.A. Association Award.....	0	50.00		50.00	0
C. Thomas Lowe Memorial Award.....	1.16	128.16	102.10	208.75	22.67
Carol Moule Award.....	28.14	3,448.45	417.43	3,685.37	208.65
David Gruggen Bursary.....	0	400.00		400.00	0
Delta Staff Association.....	.38		34.51	34.00	.89
Dr. Harry Paikin Memorial Award.....	14.07		341.58	353.00	2.65
E. A. Hutton Scholarship Award.....	192.41		352.16	400.00	144.57
E. E. Parkehouse.....	.11		9.32	9.00	.43
E. Michael Zebroski Music Scholarship.....	64.42		273.93	300.00	38.35
Elma Darlington Award.....	10.24		286.92	290.00	7.16
Elva Kendall.....	13.92		177.78	155.18	36.52
Emily Kirby Award.....	.58		27.83	27.00	1.41
English Literature Award.....	.15		68.72	68.00	.87
Frank A. Magee Award.....	2.26		19.83	20.00	2.09
G. L. Cooper Award.....	16.21		44.68	50.00	10.89
George R. Allan Prize.....	.78		18.96	18.95	.79
George R. Parke Award.....	2.84		56.38	55.00	4.22
Gladys McAndrew Memorial Award.....	19.97		317.51	300.00	37.48
H. H. Lowden Award.....	21.95		145.44	162.16	5.23
Hamilton Draftsmen's Association Prize.....	17.29		362.58	360.00	19.87
Hamilton Foundation Bursary.....	136.12	400.00	19.64	425.00	130.76
Hamilton Place Award.....	16.04		15.64	13.63	18.05

Hess Street Proficiency Award.....	0	5.83		5.83
Hess Street School Reunion Award.....	124.84	58.96	174.84	8.96
Hill Park Art Award.....	45.90	38.09	44.95	39.04
Ida Robb Award.....	30.08	112.31	140.00	2.39
James Johnson Memorial Award.....	6.78	916.80	880.00	43.58
Jansen H. H. Memorial Award Fund.....	1.08	19.15	20.00	.23
John McCullough Award.....	15.05	17.53	26.00	6.58
L. George Russell Award.....	1.46	32.00	32.00	1.46
Lucille Laframboise Memorial.....	19.52	221.03	0	240.55
Lawrence Munroe Scholarship.....	179.26	916.70	1,000.00	95.96
Muriel Eastman Scholarship in English.....	7.63	10.46	18.00	.09
Madeline Westland Memorial.....	0	10.40		10.40
McIlwraith War Memorial Award.....	.60	14.00	14.47	.13
Megan Lawrence Award.....	0	979.96	950.00	29.96
Memorial Award.....	5.79	427.91	0	433.70
Miss Laura Miller Award.....	1,125.62	2,025.43	800.00	2,351.05
Miss Susan E. Bennetto Award.....	26.14	36.69	62.68	.15
Pat Kirby Citizenship Award.....	12.32	272.68	260.00	25.00
Royal Oak Dairy Award.....	31.90	114.33	100.00	46.23
Ruth Cole Award.....	2.64	55.14	56.99	.79
Sandi Bell Award.....	157.72	85.92	70.00	173.64
Seneca School Citizenship Foundation Award.....	27.54	20.96	20.00	28.50
Sharon MacKay Trust Fund.....	76.53	486.15	500.00	62.68
Sino-Canadian Friendship Award.....	5,570.84	896.20	6,190.15	276.89
Sir Allan MacNab Academic Award.....	0	4.35		4.35
Sir John A. Macdonald Secondary School Award.....	28.75	132.90	130.00	31.65
Sir John M. Gibson Award.....	7.00	102.99	108.00	1.99
Strathcona Reunion Committee Award.....	0	55.88	55.50	.38
Thomas F. McIlwraith.....	7.88	18.97	26.62	.23
The Doris Gasse Award.....	1.07	68.18	69.00	.25
The Norman E. Reid Award.....	7.11	358.45	356.00	9.56
Vern Ames Prize in Mathematics.....	94.77	673.42	748.00	20.19
Wm. Alexander Lees Memorial Scholarship.....	7.84	464.87	468.00	4.71
Wm. Flannigan Geography Prize.....	2.68	70.74	70.00	3.42
	\$ 8,836.15	\$ 14,926.09	\$ 23,130.24	\$ 5,058.61
		\$ 4,426.61		

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